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## 48. AGRICULTURAL EXTENSION

**Unit 1: Fundamentals of Extension Education and Communication**

Extension Education and Advisory Services- concept, principles and approaches; Similarities and dissimilarities among extension education, adult education and continuing/distance education; Historical and emerging perspectives of agricultural, veterinary, animal husbandry and fisheries extension education in India and other countries; Community Development and Integrated Rural Development Programmes-concept, principles and objectives; Role of agricultural extension in different sectors of agriculture and rural development;National Agricultural Extension System and Reforms; Public extension systems– ATMA and KVK; National Mission on Agricultural Extension and Technology; Private extension system; Pluralism in extension; Research-Extension-Farmer Interface- Farming System Research & Extension; Agricultural Knowledge and Information System (AKIS); Farmers Field School, Participatory approaches, participatory technology development; Technology Assessment and Refinement; Programmes and schemes for agriculture, animal husbandry, dairy, fisheries, and rural development implemented by Govt. of India; Impact analysis of extension programmes; Concept, elements and models of communication; Credibility, fidelity, empathy and feedback in communication; Problems and barriers in communication; Distortion and noise in communication; Group and mass communication, Interpersonal and Intrapersonal communication, social networks in communication; Art & Science of public speaking Human behavioural dimensions in extension education- perception, attitude and emotions; Factors affecting attitude change; Theories of personality and motivation; Understanding of basic rural institutions, social structure, culture and norms; Social and technological change processes, group dynamics, concepts and theories of rural leadership.

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**Unit 2: Extension Methods & Agricultural Journalism**

Concepts of andragogy and pedagogy; Human behavioural dimensions in extension-behaviorism, cognitivism, constructivism; Factors influencing human behaviour; Types of learning; Domains of learning-cognitive, affective and psychomotor; Learning theories; Experiential learning; Concepts and elements of teaching and learning processes; Principles of learning; Edgar Dale's Cone of experience; Classification and features of different extension methods; Selection, planning and use of Extension methods like demonstration, exhibition, farmers fairs, field days, tours, extension literature, etc.; Preparation and presentation of different projected and non-projected audio-visual aids; Basics of agricultural journalism; Types of publications-bulletins; Folders, leaflets, booklets, newsletters, popular and scientific articles; Basics of writing, readability and its indices: Principles of visual design, fundamentals of layout and design, preparation of radio/video script; Principles of photography and its use in extension, traditional media for communication in development programmes.

**Unit 3: Information Communication Technologies**

Concept of ICT and its role in agriculture and rural development; ICT tools-print and electronic media, community/ internet radio, e-mail, Internet, use of multimedia, use of mobile apps, video and teleconferencing, computer-assisted instructions, touch screens, micro-computers, web technologies and information kiosks; Social media- features and applications; Websites, portals, expert system, Decision Support Systems (DSSs) and apps related to agriculture, dairy, veterinary, fishery, and marketing, etc.; m-learning, e-learning; e-learning platforms– MOOCs, OER, etc.; Digital agriculture- applications of artificial intelligence (AI), IoT, GIS, GPS, Blockchain Technology; Big data analytics in extension; Market intelligence and information systems in agriculture, networking system of information and challenges in the use of ICT; Types of network-PAN, LAN, WAN, human computer interactions-meaning; Theories of multimedia learning- Sweller's cognitive load theory, Mayer's cognitive theory of multimedia learning, Schnotz's integrative model of text and picture comprehension, Van Merriënboer's four-component instructional design model for multimedia learning; Basic principles of multimedia learning.

**Unit 4: Training & Human Resource Development**

Human resources and their importance in agricultural development; Concept of human resource management; Training and development of human resources; Training Need Assessment– concept, methods and impact assessment; Training– concept and types; training process- different phases of training; Models of training; Designing training curriculum; Training strategies- academic strategy, laboratory strategy, activity strategy, personal development strategy, organisational development strategy; Training methods; Factors determining selection of methods; Need and principles of capacity development; Process of capacity development; Levels of capacity- individual, organization, enabling environment; Human resource development- manpower planning, role analysis, role efficacy, induction training, job enrichment, self-learning mechanisms, counseling, mentorship, performance appraisal and feedback; Career development; Evaluation of training- types, levels, and models.

**Unit 5: Research Methodology in Extension Education**

Types and stages of social research; Research problems and problem statements, hypothesis; Variables-concept and types; Research design- MAXMINCON Principle; Types of research designs- experimental, quasi-experimental, cross-sectional, longitudinal, case study, comparative; Mixed methods designs; Threats to internal and external validity; Measurement – meaning, postulates and levels of measurement; Reliability and Validity of instruments; Sampling designs- probability and non-probability sampling; Methods of observation-interviews and interviews schedules, semi-structured interviews, sociometry, semantic differential, Q methodology, projective techniques; Focus group discussion; Participant and non-participant observation; Techniques of scale construction- paired-comparison, equal appearing interval, summated rating; Item analysis; Scalogram analysis; Development of knowledge test; Methods of constructing indexes; Qualitative research; Parametric and non-parametric statistics for data analysis in social research; Tests of significance; Processing of data, coding-tabulation; Analysis and interpretation; Report writing; Ethics in social research.

**Unit-6: Program planning, evaluation and impact assessment**

Program planning and development-concepts and steps; Logic framework approach (LFA) for planning and management of program; Program Evaluation- concept, objectives, principles, criteria, and theories; Difference between monitoring and evaluation; Evaluation process; Steps in programme evaluation; Types of Evaluation; Objective oriented, management oriented; Context evaluation, input evaluation, process evaluation, product evaluation, consumer oriented evaluation, expertise oriented evaluation, adversary oriented evaluation, naturalistic and principal oriented evaluation, Goal free evaluation and meta evaluation; Levels of Bennett's hierarchy; Evaluation models- Logic model, Kirkpatrick's model, Stufflebeam's model; Programme management techniques; SWOT analysis, Bar Charts, Programme Evaluation and Review Technique (PERT), Critical Path Method (CPM), differences between PERT and CPM, advantages and disadvantages; Defining impact and impact assessment; Impact assessment vs impact evaluation; Social impact assessment –stages and approaches; Theories of change; Criteria and indicators; Quantitative and qualitative techniques for impact assessment.

**Unit 7: Extension Management and Organizational behaviour**

Concept and principles of administration and management, classical and modern theories, schools of management thought; Functions of management- planning, organizing, staffing, directing and leading, controlling, coordinating, reporting and budgeting; Leadership styles and theories; Decision-making in organization; Organizational effectiveness, organizational climate, organizational development, job satisfaction and morale; Time management; Performance appraisal; Coordination at different levels of extension management, methods of coordination; Management by Objective (MBO) and Total Quality Management (TQM); Project Management Techniques;Power and Conflicts in Organizations; Organizational Communication-concepts, channels; Organizational climate, Organizational culture vs. climate; Characteristics of organizational culture, creating and maintaining organizational culture; Organizational change, individual and group behaviour in organization; Team building process; Problem solving techniques, & negotiation, motivational theories & techniques, work motivation; Transactional analysis; Managing Stress, conflict and Emotions; Creativity-concept and process; Interventions for organizational development-interpersonal interventions, team interventions, structural interventions, comprehensive interventions, mobilization and empowerment skills; Concept and strategies in mobilization, concretisation and empowerment of rural people.



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**Unit 8: Entrepreneurial Development**

Entrepreneurship- concepts, traits, and theories; Entrepreneurial characteristics and motives; Entrepreneurial competencies; Entrepreneurial motivation- need for power; Achievement, affiliation and autonomy; Achievement motivation syndrome; Simulation games and exercises for developing entrepreneurial competencies– risk taking, self- efficacy, creativity, achievement planning, influencing process, problem solving; Entrepreneurship development cycle; Entrepreneurial environment- internal and external factors influencing emergence of entrepreneurship; Barriers to entrepreneurship; Women Entrepreneurship, social entrepreneurship; Programmes and agencies promoting entrepreneurship; Types and techniques of training for developing entrepreneurial activities in various areas; Agripreneurship-agri-clinics and agribusiness centers; Micro Finance, start-ups, SHGs, FPO, cooperatives.

**Unit 9: Agricultural Innovation System and extension approaches**

Innovation- concepts and attributes; Innovation generation process; Role of extension in agricultural innovation system, role of enabling environment- policies and institutions, innovation platforms; Role of innovation brokers, scaling up knowledge for innovation, identification, characterization, documentation, validation and upscaling of ITKs and grassroots innovations; Diffusion of innovations- concept, elements, models, and theories; Innovation development process (technology generation and promotion); Adoption- concept, process, models, adopter categories and their characteristics; Factors influencing adoption; Diffusion network-opinion leadership, models of communication flows; Communication network analysis and theories; Change agents; Concept and stages of innovation-decision process; Consequences of innovations; New approaches and domains of extension- demand-driven extension, market-led extension (value chain extension), farmers-led extension, group-led extension, public-private partnership based extension system; Participatory approaches for technology development and application; Engagement of voluntary and farmers' organizations in extension; Gender sensitive extension; Privatization of extension; Roles and approaches of extension for enhancing capacity of communities for climate change adaptation; Nutri-sensitive agriculture, agri-preneurship, agri-tourism, and urban and peri-urban agriculture; Extension and Sustainable Development Goals (SDGs); Stakeholders' analysis, linkages and strategic partnerships; Sustainable rural livelihood- sustainable livelihood approaches (SLAs).

**Unit 10: Gender Sensitization and Empowerment**

Concepts of Gender- gender roles, gender equality, gender equity; Gender relations, gender balance, gender bias, gender blindness, gender needs- practical and strategic, issues in agriculture and extension; Gender mainstreaming- approaches and methods; Gender analysis framework and tools; Gender empowerment measures; Dimensions and methodologies for empowerment; Gender impact assessment; Gender budgeting; Gender specific technologies; Gender dimensions in food and nutritional security: Women's empowerment-principles, framework and dimensions; Strategies and barriers for women empowerment; Empowerment through SHG, financial inclusion, micro-finance, internet and education; Women entrepreneurship; Public-private partnership for the economic empowerment of women; Building rural institutions for women empowerment; Digital women rights, constitutional provisions; Global and national policies and mission for empowerment of women; Government programmes and schemes for women.

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# CHAPTER 01
# Fundamentals of Extension Education and Communication

2008
**1.** What is the foundational philosophy of extension education?
(A) Designing standardized institutional curricula
(B) Helping people to help themselves
(C) Dictating production targets to farming households
(D) Distributing material resources and subsidies directly

2011
**2.** Which characteristic distinguishes formal education from informal education?
(A) It is a lifelong learning process spanning the entire lifespan
(B) It occurs naturally and daily through daily experiences
(C) It lacks any structured syllabus or evaluation
(D) It is institutionalized and chronologically graded

2005
**3.** Who was the chief architect of the Sriniketan experiment in 1921?
(A) Rabindranath Tagore
(B) F.L. Brayne
(C) Spencer Hatch
(D) Albert Mayer

2006
**4.** Which of the following is the INCORRECT statement regarding the Community Development Programme (CDP)?
(A) It was launched on October 2, 1952
(B) It aimed at holistic rural development
(C) It was an agricultural credit scheme
(D) It emphasized people's participation

2002
**5.** Which of the following programs was entirely restructured into the National Rural Livelihood Mission (NRLM)?
(A) SGSY
(B) MGNREGA
(C) PM-KISAN
(D) IRDP

2016
**6.** The Training and Visit (T&V) system of extension was introduced in India with the assistance of which organization?
(A) FAO
(B) UNESCO
(C) UNDP
(D) World Bank

2011
**7.** Which is the most appropriate description of a Krishi Vigyan Kendra (KVK)?
(A) A commercial center for retailing agricultural inputs
(B) A district-level agricultural science center
(C) A state-level university for agricultural education
(D) A national body for formulating agricultural policy

2022
**8.** What is the primary mechanism of the National Mission on Agricultural Extension and Technology (NMAET)?
(A) Disseminating information through commercial trade channels
(B) Relying entirely on digital platforms to replace field staff
(C) Integrating and strengthening the state extension machinery
(D) Subsidizing land acquisition for large-scale corporate farming

2012
**9.** In the context of pluralistic extension, what does FPO stand for?
(A) Farmer Producer Institution
(B) Farm Processing Organization
(C) Financial Production Office
(D) Farmer Producer Organization

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2003

**10.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Farming System Research and Extension (FSRE) adopts a bottom-up approach.
**Reason (R) :** It emphasizes understanding the whole farm environment and farmer constraints before developing technologies.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2007

**11.** Which concept emphasizes that agricultural innovation is a social process involving multiple actors generating and sharing knowledge?
(A) The linear Transfer of Technology (ToT) model
(B) The Agricultural Knowledge and Information System (AKIS)
(C) The centralized bureaucratic extension model
(D) The top-down technology transfer paradigm

2005

**12.** Which Participatory Rural Appraisal (PRA) tool is primarily used to understand the spatial distribution of village resources?
(A) Seasonal calendar
(B) Resource mapping
(C) Venn diagram
(D) Trend analysis

2006

**13.** What is the primary purpose of On-Farm Testing (OFT)?
(A) To assess and refine technology under farm conditions
(B) To maximize overall crop yield regardless of any economic cost
(C) To demonstrate already proven technologies to the farming masses
(D) To distribute financial subsidies directly to local rural farmers

2019

**14.** Which scheme provides income support of ₹ 6000 per year in three equal installments to landholding farmer families?
(A) PMFBY
(B) RKVY
(C) PM-KISAN
(D) MGNREGA

2011

**15.** In Bennett's hierarchy of evaluation, which level assesses the changes in knowledge, attitudes, skills, and aspirations (KASA)?
(A) Level 2
(B) Level 4
(C) Level 5
(D) Level 7

2016

**16.** Which communication model introduced the concept of 'Noise' as a major element?
(A) Aristotle's model
(B) Berlo's model
(C) Shannon-Weaver model
(D) Leagans' model

2025

**17.** The degree to which pairs of individuals who interact are similar in certain attributes is defined as:
(A) Heterophily
(B) Homophily
(C) Empathy
(D) Fidelity

2008

**18.** Cognitive dissonance in extension psychology primarily refers to:
(A) Perfect alignment between personal beliefs and actions
(B) Clear and accurate auditory perception of messages
(C) Absolute consensus and agreement within a farmer group
(D) Discomfort from holding conflicting beliefs

2017

**19.** Identify the INCORRECT pair of communication network types and their definitions.
(A) Group communication - Sociometric analysis of mass media
(B) Intrapersonal - Cognitive communication taking place within oneself
(C) Interpersonal - Face-to-face communication occurring between two people
(D) Mass communication - Using public media channels to reach large audiences

2014

**20.** Match the elements of Berlo's model in List I with their corresponding components in List II.
**List I :** (Elements)
P. Source

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Q. Message
R. Channel
S. Receiver

**List II :** (Components)

1. Seeing/Hearing
2. Decoding skills
3. Encoding skills
4. Code/Content

(A) P-2, Q-3, R-4, S-1
(B) P-3, Q-4, R-1, S-2
(C) P-4, Q-1, R-2, S-3
(D) P-1, Q-2, R-3, S-4

2022

**21.** Which is considered one of the three primary basic institutions for village-level rural development in India?
(A) The Gram Panchayat
(B) The commercial bank branch
(C) The state legislative assembly
(D) The district court

2003

**22.** In the context of psychological dimensions in extension, perception is best defined as:
(A) An involuntary and automatic physical reflex of the body
(B) A standardized and objective measurement of intelligence
(C) The biological and genetic inheritance of physical traits
(D) Selecting, organizing, and interpreting stimuli

2019

**23.** Which scale uses a series of bipolar adjectives to measure the psychological meaning of an object?
(A) Likert summated-rating scale
(B) Semantic differential scale
(C) Guttman cumulative scalogram
(D) Thurstone equal-appearing interval scale

2006

**24.** According to Maslow's hierarchy of needs, which need must be satisfied before addressing self-actualization?
(A) Aesthetic needs
(B) Transcendence needs
(C) Esteem needs
(D) Cognitive needs

2009

**25.** What characterizes the 'Storming' stage of group development?
(A) Complete social harmony and efficient task execution
(B) Polite personal introductions and structural uncertainty
(C) Dissolving the group permanently after task completion
(D) Intragroup conflict and resistance

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2001

**26.** Which principle of extension ensures that programs are built around the felt needs of the local people?
(A) Principle of interests and needs
(B) Principle of cultural difference
(C) Principle of grassroots organization
(D) Principle of evaluation

2001

**27.** Distance education fundamentally relies on:
(A) Synchronous, face-to-face classroom instruction
(B) Physical and/or temporal separation of teacher and learner
(C) Standardized physical classrooms in institutional settings
(D) Informal learning without any designated learning goals

2005

**28.** The Gurgaon project of rural development was initiated by:
(A) Albert Mayer
(B) F.L. Brayne
(C) Mahatma Gandhi
(D) S.K. Dey

2023

**29.** Which institution forms the middle tier of the three-tier Panchayati Raj system in most Indian states?
(A) Panchayat Samiti
(B) Gram Panchayat
(C) Zila Parishad
(D) Gram Sabha

2016

**30.** Consider the following statements regarding MGNREGA:
I. It guarantees 100 days of wage employment.
II. It focuses primarily on skilled industrial labor.
III. It creates durable rural assets.
Which of the above statements is/are correct?
(A) I and II
(B) I and III
(C) II
(D) I, II and III

2010
**31.** The National Agricultural Technology Project (NATP) was implemented in India in which year?
(A) 1988
(B) 1998
(C) 2005
(D) 2014

2009
**32.** At the district level, who usually heads the ATMA (Agricultural Technology Management Agency) governing board?
(A) Project Director of the ATMA Agency
(B) Lead Bank District Manager
(C) District Collector
(D) Local elected Member of Parliament

2016
**33.** Identify the correct statement about the Sub-Mission on Agricultural Extension (SMAE) under NMAET.
(A) It focuses on funding heavy farm mechanization projects
(B) It promotes pluralistic and farmer-led extension delivery
(C) It oversees the distribution of commercial synthetic fertilizers
(D) It provides financial support for urban manufacturing hubs

2025
**34.** What is a major advantage of utilizing Non-Governmental Organizations (NGOs) in agricultural extension?
(A) They have authority to enforce agricultural regulations
(B) They work primarily to maximize corporate profitability
(C) They render public research institutions completely redundant
(D) They have close grassroots connectivity and flexibility

2005
**35.** Which methodology is characterized by continuous feedback loops among researchers, extension workers, and farmers?
(A) Farming Systems Research (FSR)
(B) The linear Transfer of Technology (ToT) model
(C) The command-and-control extension system
(D) The centralized laboratory-to-land scheme

2022
**36.** What is the fundamental approach of Farmers Field Schools (FFS)?
(A) Formal classroom lecturing by research scientists
(B) Mass distribution of technical manuals
(C) Experiential learning in the field
(D) Unidirectional radio and television broadcasting

2006
**37.** Which of the following is considered the LEAST relevant tool for Participatory Rural Appraisal (PRA)?
(A) Statistical modeling
(B) A participatory transect walk
(C) A collaborative matrix ranking exercise
(D) A comprehensive resource mapping activity

2010
**38.** Front Line Demonstrations (FLDs) are typically conducted by:
(A) Private commercial pesticide dealers
(B) Traditional village headmen
(C) Local agricultural bank managers
(D) KVK scientists

2005
**39.** What does the acronym PMFBY stand for?
(A) Pradhan Mantri Farmer Benefit Yojana
(B) Pradhan Mantri Fasal Bima Yojana
(C) Pradhan Mantri Food Banking Yojana
(D) Pradhan Mantri Fishery Boost Yojana

2006
**40.** Consider the following statements regarding the Logical Framework Approach (LFA):
I. It is a tool for planning and managing development projects.
II. It completely ignores external assumptions and risks.
III. It links inputs to activities, outputs, and outcomes.
IV. It uses a rigid, purely qualitative matrix without indicators.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) II and IV
(C) I, II and III
(D) I, III and IV

2013
**41.** According to Aristotle, what are the three primary elements of communication?
(A) Source, Transmitter, Destination

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(B) Sender, Channel, Noise
(C) Encoder, Decoder, Feedback
(D) Speaker, Speech, Audience

2021
**42.** Message fidelity in extension communication refers to:
(A) Accuracy of meaning transfer
(B) The visual design and attractiveness of the message
(C) The transmission speed of the message over radio networks
(D) The physical volume and tone of the speaker's voice

2024
**43.** Which type of communication barrier involves poor listening skills and emotional blockages?
(A) Physical and environmental barriers
(B) Psychological barriers
(C) Semantic and language barriers
(D) Mechanical and technical barriers

2005
**44.** Sociometry is primarily a technique used to measure:
(A) The physiological and physical traits of a farmer
(B) Social relationships within a group
(C) The chemical and biological composition of the soil
(D) The exact physical acreage of local landholdings

2011
**45.** Effective public speaking in extension education relies heavily on:
(A) Clear articulation
(B) Using highly complex and specialized scientific jargon
(C) Ignoring constructive feedback from the audience
(D) Reading directly from a dense manuscript without eye contact

2010
**46.** The concept of 'Cultural Lag' was introduced by:
(A) Talcott Parsons
(B) Max Weber
(C) W.F. Ogburn
(D) Auguste Comte

2018
**47.** Which emotional component acts as a primary motivator for action in rural developmental psychology?
(A) Indifference
(B) Apathy
(C) Lethargy
(D) Arousal

2018
**48.** Identify the correct pair regarding attitude scaling techniques.
(A) Likert scale - Cumulative scalogram analysis
(B) Guttman scale - Semantic differential technique
(C) Thurstone scale - Equal intervals
(D) Bogardus scale - Graphic rating scale method

2010
**49.** According to Herzberg's two-factor theory, which of the following is considered a 'motivator' rather than a 'hygiene factor'?
(A) Salary
(B) Recognition
(C) Working conditions
(D) Job security

2017
**50.** Consider the following statements concerning rural leadership:
I. Laissez-faire leaders dictate all group decisions.
II. Democratic leaders involve the group in decision-making.
III. Autocratic leaders decentralize authority.
IV. Charismatic leaders influence through personal appeal.
V. Sociometric stars are individuals frequently chosen by peers in a group.
Which of the above statements is/are correct?
(A) I, II and III
(B) II, IV and V
(C) II, III, IV and V
(D) I, III, IV and V

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2022
**51.** The process of organizing and guiding the activities of an extension organization is known as:
(A) Administration
(B) Extension supervision
(C) Extension evaluation
(D) Extension teaching

2006
**52.** Adult education theories emphasize that adult learners are primarily:
(A) Passive recipients of instruction
(B) Motivated primarily by external rewards like grades
(C) Self-directed learners
(D) Individuals with no prior practical experiences

2005
**53.** The Etawah Pilot Project was characterized by its focus on:
(A) Multipurpose rural development
(B) Single-sector cooperative dairy development initiatives
(C) Comprehensive urban infrastructure and housing programs
(D) Eradicating adult illiteracy in major metropolitan cities

2025
**54.** The National Extension Service (NES) was launched in India in:
(A) 1952
(B) 1953
(C) 1957
(D) 1960

2019
**55.** Which of the following is a primary objective of the Swarnajayanti Gram Swarozgar Yojana (SGSY)?
(A) Providing one hundred days of guaranteed manual wage labor
(B) Organizing the rural poor into SHGs
(C) Providing short-term industrial training for urban youth
(D) Financing infrastructure development in municipal areas

2023
**56.** What was the core organizational principle of the T&V system?
(A) Conducting ad-hoc and unscheduled field visits
(B) Focusing exclusively on high-tech processing industries
(C) Systematic training and structured, regular visits
(D) Direct distribution of financial inputs to large landholders

2003
**57.** The mandate of a KVK includes all of the following EXCEPT:
(A) Conducting on-farm testing
(B) Organizing frontline demonstrations
(C) Capacity building of farmers and extension personnel
(D) Formulating national agricultural pricing policies

2005
**58.** Under ATMA, which body is responsible for approving the Strategic Research and Extension Plan (SREP) at the district level?
(A) ATMA Governing Board
(B) The State Department of Agriculture
(C) The localized Block Technology Team
(D) The Indian Council of Agricultural Research

2017
**59.** The transition from public monopoly to pluralistic extension aims to:
(A) Centralize the dissemination of agricultural knowledge
(B) Cater to the diverse needs of different farming categories
(C) Abolish the public extension machinery entirely
(D) Privatize all agricultural research institutions

2015
**60.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The Research-Extension-Farmer (REF) interface is critical for agricultural development.
**Reason (R) :** It ensures that research is driven by farmers' field problems and technologies are correctly disseminated.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006
**61.** A fundamental principle of Farmers Field Schools (FFS) is that:
(A) The field is the primary resource
(B) Extension agents act as formal classroom lecturers
(C) Learning is designed to be purely theoretical
(D) Programs are based on top-down, standardized schedules

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2021
**62.** Which participatory tool involves walking through the village area with local people to observe and discuss resources and problems?
(A) Historical timeline
(B) Wealth ranking
(C) Transect walk
(D) Venn diagram

2006
**63.** Institution-Village Linkage Programme (IVLP) primarily focuses on:
(A) Enhancing rural-to-urban migration pathways
(B) Distributing direct cash subsidies to smallholders
(C) Developing high-speed transport corridors in rural areas
(D) Technology assessment and refinement under local agro-ecosystems

2024
**64.** The Rashtriya Gokul Mission was launched with the primary objective to:
(A) Promote commercial poultry processing units
(B) Expand national marine fisheries exports
(C) Conserve indigenous bovine breeds
(D) Increase chemical fertilizer production capacities

2003
**65.** In the Logical Framework Approach, 'Assumptions' refer to:
(A) The guaranteed results of the project activities
(B) External factors and conditions outside the direct control of project management
(C) The detailed cost estimates for project inputs
(D) The administrative procedures of the funding agency

2004
**66.** In J. Paul Leagans' model of communication, which element immediately follows "Treatment"?
(A) Communicator
(B) Message
(C) Audience
(D) Response

2014
**67.** The source's perceived expertise and trustworthiness are known as:
(A) Credibility
(B) Homophily
(C) Empathy
(D) Feedback

2014
**68.** Physical noise in a rural extension meeting is best exemplified by:
(A) A farmer's deep pre-existing prejudice against new hybrid seeds
(B) The extension worker using highly unfamiliar scientific terms
(C) A loud tractor engine running nearby
(D) A farmer feeling extremely tired and completely unmotivated

2009
**69.** Which type of network is most appropriate for a rapid dissemination of alerts, where one person informs all others directly?
(A) Wheel network
(B) Chain network
(C) Circle network
(D) All-channel network

NODIA

2025
**70.** Match the communication models in List I with their distinct components in List II.
**List I :** (Models)
P. Aristotle
Q. Shannon-Weaver
R. Schramm
S. Berlo
**List II :** (Components)
1. Encoder/Decoder
2. Field of Experience
3. Speaker/Speech
4. Transmitter/Noise
(A) P-3, Q-4, R-2, S-1
(B) P-4, Q-3, R-1, S-2
(C) P-2, Q-1, R-4, S-3
(D) P-1, Q-2, R-3, S-4

2018
**71.** The established standards of behavior within a rural society are known as:
(A) Instincts
(B) Social norms
(C) Legal statutes
(D) Economic policies

2016
**72.** Which personality theory emphasizes the role of the unconscious mind and childhood experiences?
(A) The Humanistic approach
(B) Classic trait theory
(C) Psychoanalysis
(D) Modern behaviorist theory

2010

**73.** An attitude is best described as a:
(A) Transient emotional state lasting only a short duration
(B) Genetically inherited physical response
(C) Reflexive physiological reaction
(D) Learned predisposition to respond favorably or unfavorably toward an object

2024

**74.** According to McClelland's theory, an individual with a high need for affiliation is primarily motivated by:
(A) Establishing and maintaining friendly personal relationships
(B) Achieving challenging goals and overcoming obstacles
(C) Gaining power and exerting influence over others
(D) Maximizing monetary and material rewards

2002

**75.** Group cohesiveness refers to:
(A) The frequency of interpersonal conflicts within the group
(B) The degree of mutual attraction and desire of members to remain in the group
(C) The formal administrative hierarchy established by the group
(D) The total numerical size of the group's membership

2006

**76.** The foundational extension concept of 'learning by doing' and 'seeing is believing' was pioneered by:
(A) Seaman A. Knapp
(B) John Dewey
(C) Paulo Freire
(D) Albert Mayer

2001

**77.** Continuing education is primarily targeted at:
(A) Adult learners
(B) Primary school age children
(C) Preschool age children
(D) Infants and toddlers

2015

**78.** Identify the correct pair regarding pre-independence extension efforts.
(A) Sriniketan - Mahatma Gandhi
(B) Marthandam - Rabindranath Tagore
(C) Firka Development - T. Prakasam
(D) Gurgaon Project - Spencer Hatch

2005

**79.** Which committee recommended the establishment of the democratic decentralization known as Panchayati Raj?
(A) The Ashok Mehta Committee
(B) The G.V.K. Rao Committee
(C) The L.M. Singhvi Committee
(D) Balwant Rai Mehta Committee

2024

**80.** Consider the following statements regarding the Integrated Rural Development Programme (IRDP):
I. It aimed to bring targeted families above the poverty line.
II. It provided productive assets through credit and subsidy.
III. It was launched exclusively for urban metropolitan areas.
Which of the above statements is/are correct?
(A) I and III
(B) II and III
(C) I and II
(D) I

2009

**81.** The National Agricultural Innovation Project (NAIP) placed strong emphasis on:
(A) Transitioning from subsistence to state-managed collective farming
(B) Research on agricultural value chains, consortia, and partnerships
(C) Eliminating public sector involvement in extension
(D) Concentrating extension services on imported seed varieties

2023

**82.** Which of the following is NOT a mandate of ATMA?
(A) Integrating agricultural research and extension at district level
(B) Decentralizing management decision-making to the grassroots level
(C) Promoting farmer-led and highly farmer-driven extension services
(D) Serving as a national research institute

2010

**83.** The Sub-Mission on Seed and Planting Material (SMSP) under NMAET aims to:
(A) Increase the seed replacement rate and promote quality seed production
(B) Restrict the cultivation of transgenic and hybrid crops
(C) Discourage the development of high-yielding

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certified seed varieties
(D) Phase out the involvement of public research institutes in seed breeding

2003
**84.** Agri-preneurs in the context of extension refer to:
(A) Public sector extension officers managing government seed depots
(B) Landless agricultural laborers seeking seasonal manual wage employment
(C) Enterprising agricultural graduates providing commercial services and inputs
(D) Traditional village moneylenders offering credit to smallholder farmers

2003
**85.** In the Farming System Research (FSR) methodology, which stage involves identifying the problems and constraints faced by farmers?
(A) Diagnosis
(B) Target and research area selection
(C) Experimentation
(D) Extension of results

2019
**86.** Which communication element is considered the 'physical bridge' between the sender and receiver?
(A) Feedback
(B) Treatment
(C) Code
(D) Channel

2014
**87.** Empathy in extension communication implies:
(A) Sympathizing with or pitying the socio-economic status of farmers
(B) The ability of the sender to project themselves into the receiver's situation
(C) Restricting communication strictly to a one-way channel
(D) Enforcing compliance with recommended technologies through authority

2012
**88.** A psychological barrier to effective communication could be:
(A) Technical static interference on a radio broadcast
(B) Illegible handwriting on an extension leafet
(C) Deep-seated prejudices and negative attitudes toward a technology
(D) Intermittent electricity supply during a presentation

2002
**89.** In social network analysis, an individual who connects two otherwise isolated cliques is called a:
(A) Isolate
(B) Opinion leader
(C) Star
(D) Liaison or Bridge

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2009
**90.** Consider the following statements regarding communication theories and models:
I. Shannon-Weaver model focuses heavily on mathematical transmission.
II. Berlo's SMCR model lacks a specific feedback loop in its basic diagram.
III. Aristotle's model includes a highly developed interactive feedback matrix.
IV. Rogers and Shoemaker emphasized the innovation-decision process.
Which of the above statements is/are INCORRECT?
(A) II and III
(B) III
(C) I and IV
(D) I, II and IV

2006
**91.** Which concept describes the process by which an individual internalizes the norms and ideologies of their society?
(A) Stratification
(B) Socialization
(C) Segregation
(D) Stigmatization

2015
**92.** The mental process through which an individual organizes and interprets sensory impressions is termed:
(A) Motivation
(B) Perception
(C) Retention
(D) Reinforcement

2018
**93.** Which component of attitude refers to the emotional or feeling segment?
(A) Affective
(B) Cognitive
(C) Behavioral
(D) Intentional

2024
**94.** The Trait theory of personality relies heavily on:
(A) Unconscious psychological conflicts originating in childhood
(B) Progressive movement through hierarchical stages of motivation
(C) Stable, enduring, and measurable behavioral characteristics
(D) Operant and classical conditioning mechanisms

2008
**95.** According to Tuckman's stages of group development, 'Norming' is characterized by:
(A) Intragroup conflict, division, and resistance to control
(B) Dissolution of the group after completing its primary tasks
(C) Initial orientation and testing of boundaries by group members
(D) Development of cohesion, shared expectations, and group standards

2006
**96.** Extension education is best described as a discipline that applies:
(A) Theoretical physical sciences to agricultural engineering
(B) Statutory regulations to mandate specific agricultural yields
(C) Behavioral sciences to bring about desirable changes in human behavior
(D) Macroeconomic models to global agricultural trade agreements

2002
**97.** Which typology of education is characterized by flexibility, responsiveness to learner needs, and absence of formal certification requirements?
(A) Formal education
(B) Non-formal education
(C) Institutional schooling
(D) University degree programs

2003
**98.** The primary focus of the Marthandam project was on:
(A) Heavy and rapid urban industrialization
(B) Developing a purely agrarian crop export economy
(C) Implementing complex urban municipal reforms
(D) Comprehensive rural reconstruction

2017
**99.** The Firka Development Scheme was implemented primarily in which state?
(A) Madras (Tamil Nadu)
(B) Punjab
(C) Uttar Pradesh
(D) Gujarat

2015
**100.** Consider the following statements concerning the Panchayati Raj Institutions (PRI):
I. The 73rd Constitutional Amendment Act gave PRIs constitutional status.
II. It established a three-tier structure in most states.
III. It mandated reservation of seats for women.
IV. It abolished all village-level planning.
V. It centralized all financial power to the Union Government.
Which of the above statements is/are correct?
(A) I, II and III
(B) I, II, III and V
(C) II, III and IV
(D) I, III, IV and V

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2022
**101.** A key strategy of the National Rural Livelihood Mission (NRLM) is:
(A) Universal social mobilization and financial inclusion
(B) Direct distribution of modern communication devices to rural youths
(C) Redistribution of private agricultural holdings to landless households
(D) Complete state takeover of cooperative banking institutions

2005
**102.** Which characteristic was a major drawback of the T&V system over time?
(A) Ad-hoc and completely unstructured field visit schedules
(B) Excessive decentralization of extension administration
(C) Total exclusion of main food grains from the advisory focus
(D) High operational cost, rigidity, and top-down flow of information

2005
**103.** KVKs operate under the administrative control of which apex body in India?
(A) National Institution for Transforming India

(NITI Aayog)
(B) ICAR
(C) Union Ministry of Commerce and Industry
(D) National Bank for Agriculture and Rural Development (NABARD)

2014
**104.** The integration of different extension interventions at the district level and below is the primary objective of:
(A) SAUs
(B) MANAGE
(C) ATMA
(D) NIPHM

2016
**105.** Corporate extension typically involves:
(A) Public universities offering non-degree vocational training
(B) Philanthropic trusts organizing community development programs
(C) Government-sponsored agricultural television broadcasts
(D) Private agribusiness firms providing advisory services linked to their commercial products

2001
**106.** In the REF interface, who acts as the primary linkage between researchers and farmers?
(A) Extension agent
(B) Policy formulator
(C) Input distributor
(D) Financial provider

2019
**107.** Which adult education approach uses the field as a primary learning environment over an entire crop season?
(A) Result demonstration
(B) Farmers Field School
(C) Method demonstration
(D) Front Line Demonstration

2018
**108.** Rapid Rural Appraisal (RRA) differs from Participatory Rural Appraisal (PRA) primarily in that:
(A) RRA requires long-term longitudinal studies, whereas PRA is completed in days
(B) RRA is primarily researcher-oriented and extractive, whereas PRA is community-led and empowering
(C) RRA relies exclusively on structured questionnaires, whereas PRA utilizes qualitative case studies
(D) RRA is designed for urban planning, whereas PRA is used solely in rural communities

2023
**109.** Participatory Technology Development (PTD) implies:
(A) Collaborative experimentation and innovation by farmers and researchers
(B) Developing agricultural technologies exclusively in controlled laboratories
(C) Importing commercial technologies from international agribusiness firms
(D) Regulating farm technology adoption through government mandates

2012
**110.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Front Line Demonstrations (FLDs) are conducted to showcase the maximum potential of a new technology under ideal research station conditions.
**Reason (R) :** FLDs are implemented directly in farmers' fields to demonstrate the potential of technologies under actual farming conditions.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2025
**111.** Which scheme ensures a comprehensive risk solution for crops against non-preventable natural risks?
(A) MGNREGA
(B) PM-KISAN
(C) SGSY
(D) PMFBY

2023
**112.** In the Logical Framework Approach, the hierarchical relationship connecting activities to outcomes is called:
(A) Cost-benefit analysis
(B) Horizontal logic
(C) Vertical logic
(D) SWOT analysis

2006
**113.** According to Schramm's model, effective communication requires an overlap in the sender's and receiver's:
(A) Physical and geographical locations
(B) Field of experience

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(C) Socio-economic and financial status
(D) Biological and genetic makeup

2013
**114.** Which attribute of communication refers to the credibility assigned to a message due to the reputation of the sender?
(A) Channel richness
(B) Message treatment
(C) Receiver competence
(D) Source credibility

2016
**115.** An extension worker failing to explain a concept because they use highly complex scientific jargon is an example of:
(A) A semantic barrier
(B) A physical barrier
(C) A mechanical barrier
(D) A physiological barrier

2012
**116.** A sociogram is used primarily to:
(A) Classify the soil profiles in a localized catchment area
(B) Track the growth pattern of specific food crops over time
(C) Map interpersonal relations and social links within a group
(D) Illustrate the demographic growth rates of rural communities

2022
**117.** Which is considered a crucial element in the art of effective public speaking?
(A) Monitoring and adapting to audience feedback
(B) Restricting all physical movement and gestures
(C) Maintaining a strict, high-pitch monotone delivery
(D) Delivery without regard to the physical setting

2018
**118.** In rural sociology, the process of adopting traits from another culture through continuous contact is known as:
(A) Assimilation
(B) Alienation
(C) Amalgamation
(D) Acculturation

2015
**119.** A farmer who experiences discomfort after purchasing an expensive tractor, doubting if it was the right choice, is experiencing:
(A) Perceptual defense
(B) Cognitive dissonance
(C) Classical conditioning
(D) Positive reinforcement

2014
**120.** Match the evaluation levels in Bennett's hierarchy in List I with their focus in List II.
**List I :** (Evaluation Level)
P. Inputs
Q. Activities
R. Reactions
S. KASA
**List II :** (Focus)
1. Participant engagement level
2. Changes in knowledge
3. Resources expended
4. Educational methods used
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-2, Q-1, R-4, S-3
(D) P-1, Q-2, R-3, S-4

2019
**121.** The Cognitive component of an attitude involves:
(A) The physical action taken towards an object
(B) The emotional feeling towards an object
(C) The genetic predisposition toward an object
(D) The beliefs and knowledge about an object

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2015
**122.** Which motivation theory suggests that basic physiological needs must be met before seeking esteem or self-actualization?
(A) Maslow's Hierarchy of Needs
(B) McClelland's Needs Theory
(C) Herzberg's Two-Factor Theory
(D) Vroom's Expectancy Theory

2012
**123.** A rural leader who empowers the group by fostering participation and consensus is exhibiting which leadership style?
(A) Laissez-faire
(B) Democratic
(C) Autocratic
(D) Dictatorial

2019
**124.** The principle of 'Grassroots Organization' implies that:
(A) Programs must be initiated and planned by

central planning authorities
(B) Programs must be built upon the local community, its institutions, and people
(C) Interventions should focus primarily on pasture and livestock development
(D) Extension policies must be dictated by state-level administrators

2011
**125.** Which aspect makes adult learning distinctly different from childhood learning?
(A) Adults are primarily problem-centered in their orientation to learning
(B) Adults possess minimal previous life experience to draw upon
(C) Adults rely on rote learning and memorization
(D) Adults accept instructional content without critical reflection

2006
**126.** The Gurgaon Experiment focused heavily on the use of:
(A) Implementing advanced genetic crop breeding technologies
(B) Setting up cooperative credit structures
(C) Utilizing trained "village guides" to disseminate development work
(D) Promoting chemical fertilizers through subsidized distribution channels

2009
**127.** Which program was the precursor to the massive Community Development Programme in India?
(A) The Sriniketan experiment
(B) The T&V System of extension
(C) The NAIP innovation project
(D) The Etawah Pilot Project

2013
**128.** What was the principal objective of the Integrated Rural Development Programme (IRDP)?
(A) Funding national transport infrastructure development
(B) Promoting industrial development in metropolitan centers
(C) Providing self-employment assets to families below the poverty line
(D) Subsidizing agricultural exports to international markets

2012
**129.** The restructuring of agricultural extension into ATMA primarily aimed to achieve:

(A) Centralizing administrative authority within state capitals
(B) Decentralizing project management and institutional coordination
(C) Replacing the district-level KVK system with corporate hubs
(D) Privatizing public agricultural lands and extension services

2025
**130.** Consider the following statements regarding KVKs:
I. They are grassroots level vocational training institutions.
II. They are primarily designed to issue formal university degrees.
III. They conduct on-farm trials for technology assessment.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) II
(C) I and III
(D) III

2006
**131.** In the context of NMAET, the Sub-Mission on Agricultural Mechanization (SMAM) specifically focuses on:
(A) Promoting inclusive mechanization among small and marginal farmers
(B) Discouraging farm mechanization to generate manual labor
(C) Phasing out government financial subsidies for tractors
(D) Standardizing imported precision agricultural machinery

2003
**132.** The involvement of cooperatives in agricultural extension primarily offers the advantage of:
(A) Maximizing returns for private venture capitalists
(B) Rendering the state department of agriculture redundant
(C) Facilitating collective bargaining, credit access, and input distribution
(D) Enabling individual producers to dominate regional commodity markets

2013
**133.** Which methodology explicitly evaluates farming constraints by looking at the farm as a holistic system combining crops, livestock, and off-farm activities?
(A) Farming Systems Research (FSR)

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(B) Single-commodity agricultural research
(C) Top-down technological transfer pathways
(D) Standardized linear extension modeling

2002

**134.** Which framework emphasizes that researchers, educators, and extensionists must operate in a synchronized network to foster innovation?
(A) Directive Leadership and Command System
(B) Autocratic Rural Development Paradigm Model
(C) Isolated Research Paradigm
(D) Agricultural Knowledge and Information System (AKIS)

2013

**135.** Participatory Rural Appraisal (PRA) requires the outsider to act primarily as a:
(A) Dictator
(B) Facilitator
(C) Passive observer
(D) Dominant instructor

2022

**136.** What is the main outcome of participatory Technology Assessment and Refinement (TAR)?
(A) Technologies perfectly suited for experimental research stations
(B) Widespread media campaigns with no field trials
(C) Location-specific, farmer-accepted technologies
(D) Purely theoretical scientific journal publications

2013

**137.** Which scheme aims to promote remunerative agriculture and strengthen state-level infrastructure through decentralized planning?
(A) PM-KISAN income support scheme
(B) PMGAY housing development scheme
(C) NRLM livelihood mission scheme
(D) Rashtriya Krishi Vikas Yojana (RKVY)

2023

**138.** The highest level (Level 7) in Bennett's hierarchy of extension evaluation is:
(A) End results
(B) Resources and inputs expended
(C) Changes in KASA indicators
(D) Practice and behavior change among learners

2007

**139.** In the Shannon-Weaver model, the process of converting a message into a signal is called:
(A) Decoding
(B) Encoding
(C) Transmitting
(D) Receiving

2001

**140.** Consider the following statements regarding homophily and heterophily in communication:

I. Homophily speeds up communication but can limit the introduction of new ideas.
II. Heterophily slows down initial communication but is necessary for diffusing innovations.
III. Effective extension requires a complete absence of heterophily.
IV. Homophily strictly implies geographical proximity.

Which of the above statements is/are correct?
(A) I and II
(B) II, III and IV
(C) I, II and III
(D) III and IV

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2023

**141.** The tendency of a receiver to hear only what they want to hear based on their prejudices is called:
(A) Selective perception
(B) Selective retention
(C) Semantic noise
(D) Media richness

2005

**142.** A network structure where all members can communicate with every other member equally is a:
(A) The wheel network
(B) The chain network
(C) All-channel network
(D) The 'Y' network

2022

**143.** Which of the following is an essential component of effective public speaking?
(A) Reading rigidly from a detailed prepared text
(B) Avoiding direct eye contact with the audience
(C) Starting with highly complex and dry statistics
(D) Using vocal variety

2015

**144.** In sociology, a 'nuclear family' is typically composed of:
(A) Grandparents, parents, and children

(B) Multiple generations living under one roof
(C) Parents and their unmarried children
(D) Only adult siblings living together

2021
**145.** When an extension agent introduces a new practice, farmers who adopt it rapidly despite social risk often have a psychological profile high in:
(A) Cognitive dogmatism
(B) Innovativeness
(C) Socio-cultural fatalism
(D) Traditional conformity

2010
**146.** Which scale is constructed using the principle of summated ratings?
(A) Thurstone scale
(B) Guttman scale
(C) Bogardus scale
(D) Likert scale

2022
**147.** According to Herzberg, which of the following is a 'hygiene factor' rather than a 'motivator'?
(A) Working conditions
(B) Personal achievement
(C) Recognition
(D) Responsibility

2004
**148.** A leadership style where the leader abdicates responsibility and avoids making decisions is termed:
(A) Democratic
(B) Autocratic
(C) Laissez-faire
(D) Transformational

2021
**149.** The concept of extension education essentially targets:
(A) Out-of-school rural populations
(B) Large-scale commercial landholders
(C) Urban manufacturing labor groups
(D) Institutionalized school children

2007
**150.** Consider the following statements regarding early extension projects:
I. Sriniketan aimed at creating self-reliance in villages.
II. Marthandam was strictly a government-run punitive program.
III. Gurgaon project used the 'village guide' concept.
IV. Etawah pilot project was initiated by Albert Mayer.
V. Firka development aimed at establishing a Gandhian model of Gram Swaraj.
Which of the above statements is/are INCORRECT?
(A) II
(B) I and II
(C) III and V
(D) II, III and IV

2022
**151.** What is the fundamental democratic unit at the village level in the Panchayati Raj system?
(A) Zila Parishad
(B) Gram Sabha
(C) Panchayat Samiti
(D) Nyaya Panchayat

2025
**152.** Under the NRLM (National Rural Livelihood Mission), a significant emphasis is placed on organizing rural women into:
(A) Farmer producer companies
(B) Cooperative marketing societies
(C) Self-Help Groups (SHGs)
(D) Joint Liability Groups (JLGs)

2009
**153.** The National Agricultural Extension Project (NAEP) was primarily launched to:
(A) Support state-level agricultural credit cooperatives
(B) Establish state-run agricultural marketing boards
(C) Finance large-scale rural irrigation infrastructure projects
(D) Strengthen, support, and expand the operational reach of the T&V system

2001
**154.** What does the acronym ATMA stand for?
(A) Agricultural Technology Management Agency
(B) Agricultural Trade and Marketing Association
(C) Applied Technology and Mechanics Authority
(D) Agrarian Training and Management Agency

2017
**155.** Which body coordinates KVK activities at the zonal level?
(A) NABARD (National Bank for Agriculture and Rural Development)
(B) ATARI (Agricultural Technology Application

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Research Institute)
(C) NITI Aayog (National Institution for Transforming India)
(D) MANAGE (National Institute of Agricultural Extension Management)

2021

**156.** Pluralism in extension implies:
(A) Utilizing diverse theoretical research methodologies in academic studies
(B) Coexistence and partnership of multiple public and private providers
(C) Decentralizing administrative authority to village-level political parties
(D) Integrating multiple farming activities on a single smallholder farm

2014

**157.** Which approach explicitly involves understanding the interactions between crops, livestock, and the socio-economic environment of the household?
(A) Farming System Research & Extension (FSRE)
(B) Commodity Specialized Extension Approach
(C) Training and Visit (T&V) Extension System
(D) Participatory Agricultural Development Model

2021

**158.** The concept of an Agricultural Knowledge and Information System (AKIS) aims to bridge the gap between:
(A) Urban consumers and exporters
(B) Industrial manufacturers and bankers
(C) Research, education, and extension
(D) Politicians and bureaucrats

2023

**159.** Which is a core principle of Participatory Rural Appraisal (PRA)?
(A) Maintaining a high level of researcher control and detachment
(B) Relying entirely on secondary source data and historical records
(C) Using standardized formal questionnaires for quantitative modeling
(D) Learning rapidly, flexibly, and progressively with the local people

2002

**160.** Given below are two statements, one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** On-Farm Testing (OFT) is conducted on farmers' fields rather than at research stations.
**Reason (R) :** The goal of OFT is to evaluate the applicability of a technology under the specific agro-ecological conditions of the farmer.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008

**161.** The Institution-Village Linkage Programme (IVLP) uses which methodology for assessing technologies?
(A) Remote sensing and geographical information systems
(B) Participatory rural appraisal and joint assessment
(C) Controlled laboratory simulation and testing
(D) Top-down administrative directives and centralized planning

2005

**162.** PM-KISAN scheme is an example of which type of policy intervention?
(A) Input subsidy
(B) Price support mechanism (MSP)
(C) Crop insurance
(D) Direct Income Support

2025

**163.** A key feature of a well-constructed Logical Framework Matrix (Logframe) is that it allows for:
(A) Systematic tracking of indicators against key objectives
(B) Flexibility in changing core objectives without stakeholder consensus
(C) Disregarding external assumptions and environmental risks
(D) Substituting qualitative opinions for measurable target benchmarks

2003

**164.** In communication, when the receiver successfully interprets the sender's symbols into meaningful thought, this is called:
(A) Encoding
(B) Transmitting
(C) Decoding
(D) Channeling

NODIA

2007
**165.** The degree to which a source is perceived as knowing the correct answer or having expertise is termed:
(A) Competence
(B) Trustworthiness
(C) Dynamism
(D) Homophily

2005
**166.** A farmer is unable to read an extension pamphlet due to illiteracy. This constitutes a:
(A) Physical or geographical barrier
(B) Technical or mechanical barrier
(C) Internal psychological barrier
(D) Semantic or educational barrier

2003
**167.** Group communication in extension is most effective for:
(A) Reaching the maximum number of people in the shortest time
(B) Detailed skill transfer and consensus building among local peers
(C) Formulating high-level national agricultural policies
(D) Providing individualized private counseling on personal finances

2010
**168.** Which of the following is NOT an element of vocal delivery in public speaking?
(A) Pitch
(B) Volume
(C) Gestures
(D) Rate of speech

2005
**169.** Cultural norms that have high moral significance and strict sanctions if violated are known as:
(A) Folkways
(B) Fads
(C) Fashions
(D) Mores

2023
**170.** Match List I with List II.
**List I :** Psychological Concept
P. Perception
Q. Motivation
R. Attitude
S. Emotion
**List II :** Definition
1. Driving force for action
2. Mental predisposition
3. Interpreting sensory input
4. Affective state/feeling
(A) P-3, Q-1, R-2, S-4
(B) P-4, Q-2, R-1, S-3
(C) P-1, Q-3, R-4, S-2
(D) P-2, Q-4, R-3, S-1

2001
**171.** The Semantic Differential scale typically uses a series of:
(A) Standard true/false statements
(B) Bipolar adjectives (e.g., Good-Bad)
(C) Single-select multiple choice items
(D) Open-ended narrative essay prompts

2014
**172.** According to achievement motivation theory, entrepreneurs generally possess a high need for:
(A) Affiliation
(B) Achievement
(C) Power
(D) Security

2007
**173.** The 'Performing' stage of group dynamics is characterized by:
(A) Highly productive task performance and cooperative goal achievement
(B) Interpersonal conflict and competition over leadership roles
(C) Initial orientation, testing of boundaries, and polite interactions
(D) Disbanding of the group after goals are met

2010
**174.** Which principle of extension advocates for adapting methods based on the specific cultural context of the learners?
(A) Principle of Democratic Decentralization
(B) Principle of Participation and Self-Help
(C) Principle of Local Cultural Difference
(D) Principle of Lifelong Learning

2013
**175.** Adult educators should act more as facilitators than traditional teachers. This concept is central to:
(A) Pedagogy
(B) Demography
(C) Sociology
(D) Andragogy

2014
**176.** The Firka Development scheme was primarily inspired by whose ideology?
(A) Karl Marx
(B) Jawaharlal Nehru

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(C) Mahatma Gandhi
(D) Subhas Chandra Bose

2025
**177.** The Balwant Rai Mehta Committee suggested that the basic unit of democratic decentralization should be the:
(A) Zila Parishad (District level)
(B) Panchayat Samiti (Block level)
(C) Gram Panchayat (Village level)
(D) State Legislature (Regional level)

2025
**178.** What was the major paradigm shift in moving from IRDP to SGSY?
(A) Shifting from loan credit mechanisms to a full state grant model
(B) Shifting from targeted rural areas to high-density urban zones
(C) Shifting from diverse non-farm skills to strictly farm activities
(D) Shifting from individual beneficiary targeting to a group approach (SHGs)

2021
**179.** A major architectural feature of the T&V system was the use of:
(A) Subject Matter Specialists (SMS) and Village Extension Workers (VEW)
(B) ICT-enabled digital kiosks and mobile applications
(C) Commodity-specific private corporate advisors
(D) Coercive legal regulations and mandatory crop quotas

2024
**180.** Select the correct historical sequence of the following rural development programs:
(A) Sriniketan → CDP → Etawah → IRDP
(B) Sriniketan → Etawah → CDP → IRDP
(C) Etawah → Sriniketan → IRDP → CDP
(D) CDP → Sriniketan → Etawah → IRDP

2016
**181.** What is the fundamental mandate of ATMA?
(A) To converge different line departments for decentralized extension
(B) To provide direct export-import subsidies to agribusinesses
(C) To supply certified seeds and chemical fertilizers on credit
(D) To regulate international commodity trading agreements

2007
**182.** Which of the following is considered an institutional innovation under NMAET to ensure seeds reach farmers effectively?
(A) Restricting farmer-to-farmer seed exchange
(B) Decentralizing seed certification to private retailers
(C) Subsidizing multinational seed corporations exclusively
(D) Establishing seed villages

2011
**183.** Which statement accurately describes a key challenge of privatized agricultural extension?
(A) It increases the financial burden on the public treasury
(B) It may neglect resource-poor farmers who cannot pay for services
(C) It discourages the use of modern communication technologies
(D) It requires statutory approval for every farm-level recommendation

2013
**184.** In the Farming System Research (FSR) context, 'Domains' refer to:
(A) Database URLs hosting research publications
(B) Juridical jurisdictions of agricultural courts
(C) Groups of farmers with homogeneous farming systems and socio-economic conditions
(D) Corporate sectors that supply specialized farm inputs

2010
**185.** A major tool of the AKIS framework is facilitating interaction between:
(A) Agricultural research scientists and international trade ministries
(B) Urban wholesale food distributors and retail grocery chains
(C) Financial institutions and heavy machinery manufacturers
(D) Agricultural researchers, extension workers, and local farmers

2018
**186.** Which of the following is a quantitative tool used in Participatory Technology Development (PTD)?
(A) Matrix scoring
(B) Historical transect
(C) Semi-structured interview
(D) Unstructured observation

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2010
**187.** In On-Farm Testing (OFT), what is generally tested against the new technology?
(A) A standard laboratory control treatment
(B) The farmer's existing practice (local check)
(C) A theoretical model proposed by foreign institutes
(D) An absolute non-intervention approach with zero inputs

2024
**188.** Under the Rashtriya Gokul Mission, 'Gokul Grams' are established to function as:
(A) Mega dairy processing and packaging plants in urban hubs
(B) Integrated indigenous cattle development and conservation centers
(C) Modern mechanized slaughterhouses for export of livestock meat
(D) Specialized poultry breeding farms focusing on broiler production

2003
**189.** Which evaluation model uses a matrix of Objectives, Indicators, Means of Verification, and Assumptions?
(A) Logical Framework Approach
(B) Bennett's Hierarchy Model
(C) Stufflebeam's CIPP Model
(D) Kirkpatrick Evaluation Model

2004
**190.** Arrange the elements of Berlo's communication model in the correct operational sequence:
I. Receiver
II. Source
III. Channel
IV. Message
(A) II, IV, III, I
(B) I, II, III, IV
(C) II, III, IV, I
(D) IV, II, III, I

2022
**191.** A communicator's intent is most effectively translated into symbols during the process of:
(A) Decoding
(B) Feedback
(C) Noise generation
(D) Encoding

2016
**192.** Which attribute of a message relates to its relevance and direct usefulness to the receiver's situation?
(A) Message Complexity
(B) Message Observability
(C) Relative Advantage
(D) Message Trialability

2013
**193.** Cultural barriers to communication in rural areas often stem from:
(A) Regional variations in linguistic dialects
(B) Deeply held social traditions, taboos, and local beliefs
(C) Physical distances between scattered rural settlements
(D) Technical limitations of local telecommunication infrastructure

2021
**194.** In sociometry, an individual who receives very few or no choices from peers is identified as a/an:
(A) star
(B) bridge
(C) liaison
(D) isolate

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2004
**195.** An effective public speaker should utilize 'feedback' primarily to:
(A) Adjust the pacing, delivery speed, and tone of the presentation
(B) Identify and verbally challenge critical members of the audience
(C) Standardize the speech content for future presentations
(D) Conclude the session immediately to avoid further questions

2008
**196.** The process by which social institutions and structures change over time is called:
(A) Social stratification
(B) Social mobility
(C) Social change
(D) Social control

2015
**197.** According to psychological principles, 'Selective Retention' means that individuals tend to:
(A) Remember information that closely aligns with their pre-existing beliefs
(B) Forget complex scientific data while remembering simple stories
(C) Retain information that causes cognitive dissonance
(D) Recall visual messages more accurately than auditory messages

2005

**198.** The Guttman scale is also known as:
(A) A summated rating scale
(B) An equal-appearing interval scale
(C) A semantic differential scale
(D) A cumulative scale or scalogram

2012

**199.** Humanistic theories of personality emphasize:
(A) Unconscious conflicts and early childhood experiences
(B) The innate drive toward self-actualization and personal growth
(C) Environmental conditioning and learned behavioral responses
(D) Hereditary traits and biological predisposition

2004

**200.** Given below are two statements, one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Group cohesiveness always leads to higher productivity in a rural setting.
**Reason (R) :** Highly cohesive groups may develop norms that restrict output or resist change.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2010

**201.** Which philosophical approach in extension emphasizes developing leadership capabilities within the rural youth?
(A) Direct, coercive administrative approach
(B) Traditional paternalistic welfare approach
(C) Top-down, supply-driven extension approach
(D) Educational and developmental approach

2008

**202.** Non-formal education is typically:
(A) Organized and systematic, but executed outside the formal school framework
(B) Incidental and unstructured, occurring spontaneously in daily life
(C) Hierarchically structured and chronologically graded from primary to tertiary levels
(D) Administered exclusively through official state-mandated training institutes

2021

**203.** The primary motto of the Etawah Pilot Project was:
(A) Intensive cultivation and industrial mechanization
(B) Self-help and dual development of the land and the people
(C) Rural electrification and infrastructural development
(D) Voluntary labor and community-funded schools

2017

**204.** The National Extension Service (NES) was conceptualized to be:
(A) A temporary drought-relief program managed by the military
(B) The permanent agency for executing the Community Development Programme
(C) A corporate retail chain supplying subsidized inputs to cooperative farms
(D) A specialized technical training center for heavy machinery operators

2024

**205.** Which aspect differentiates MGNREGA from previous wage employment schemes?
(A) It provides a statutory legal guarantee for 100 days of manual employment
(B) It emphasizes skilled technical and managerial roles in rural enterprises
(C) It relies on private contractors for executing rural infrastructure projects
(D) It targets urban municipal corporations and industrial zones

2010

**206.** Under the T&V system, the linkage between researchers and extension workers was institutionalized through:
(A) Annual local political rallies
(B) Daily televised public addresses
(C) Monthly or bi-monthly workshops
(D) Joint international conferences

2006

**207.** A Krishi Vigyan Kendra (KVK) follows the fundamental principle of:
(A) Classroom-based theoretical instruction
(B) Regulatory enforcement of agricultural standards
(C) Distribution of subsidized seed and fertilizer kits
(D) Learning by doing and teaching by doing

2014

**208.** The 'Strategic Research and Extension Plan' (SREP) under ATMA is formulated by incorporating:
(A) Directives and policy targets established by

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the central ministry
(B) Market demand assessments prepared by private agribusiness firms
(C) Participatory inputs from local farmers and block-level planning teams
(D) Standard international regulations and food safety guidelines

2017
**209.** The growing role of agri-preneurs is a direct result of which extension trend?
(A) State control and centralization of agricultural marketing
(B) Increasing pluralism and privatization of extension services
(C) Redistribution of agricultural land to cooperative farming units
(D) Phasing out of public agricultural research institutes

2017
**210.** Match List I with List II.
**List I :** Evaluation Level in Bennett's Hierarchy
P. Reactions
Q. Practice Change
R. SEEC
S. Activities
**List II :** Definition
1. What the project does
2. Initial participant response
3. Adoption of technology
4. Ultimate socio-economic impact
(A) P-3, Q-2, R-1, S-4
(B) P-4, Q-1, R-3, S-2
(C) P-1, Q-4, R-2, S-3
(D) P-2, Q-3, R-4, S-1

2017
**211.** In Farmers Field Schools (FFS), 'AESA' stands for:
(A) Agro-Ecosystem Analysis
(B) Agricultural Extension Systems Analysis
(C) Applied Economic and Social Analysis
(D) Annual Environmental Survey Act

2006
**212.** Which PRA tool is most effective for tracking the historical changes in land use or village infrastructure over decades?
(A) Participatory wealth ranking matrix
(B) Institutional Venn or Chapati diagram
(C) Historical timeline or trend analysis
(D) Participatory village resource mapping

2025
**213.** Institution-Village Linkage Programme (IVLP) emphasizes generating technologies for:
(A) Complex, diverse, and risk-prone micro-farming situations
(B) Standardized, high-potential irrigated environments
(C) Large-scale corporate plantations with uniform topologies
(D) Urban hydroponic and vertical farming installations

2010
**214.** What is the financial benefit provided to eligible farmer families under the PM-KISAN scheme?
(A) A variable subsidy based on landholding size
(B) A loan of ₹10,000 at zero percent interest
(C) A direct income support of ₹6,000 per year
(D) A monthly pension of ₹3,000 after the age of 60

2013
**215.** In Logical Framework terminology, factors outside the direct control of the project management that could affect success are:
(A) Specific resource inputs
(B) External assumptions and risks
(C) Targeted project objectives
(D) Expected operational outputs

2003
**216.** The concept of 'Noise' in the Shannon-Weaver model was originally derived from:
(A) Empirical sociological field studies of community groups
(B) Cognitive psychological theories of memory and recall
(C) Engineering and mathematical theories of signal transmission
(D) Classical Greek philosophy regarding rhetoric and discourse

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2002
**217.** When a message is highly complex, its 'Fidelity' is most likely to:
(A) Increase due to the density of information presented
(B) Remain stable across different communication channels
(C) Improve because of the high technical authority of the source
(D) Decrease due to higher probability of decoding errors by the receiver

2011
**218.** A farmer dismissing an extension worker's advice because the worker is young and from a different community is an example of a barrier caused by:
(A) Low source credibility and high heterophily
(B) High source credibility and high homophily
(C) Semantic barriers and vocabulary mismatch
(D) Physical barriers and geographical distance

2006
**219.** In sociometry, the 'Sociogram' provides a visual representation of:
(A) Household income distribution patterns
(B) Interpersonal attractions and rejections
(C) Historical geographic land boundaries
(D) Individual educational qualifications

2016
**220.** What is the correct sequence of the stages in the adoption process?
(A) Awareness → Interest → Evaluation → Trial → Adoption
(B) Interest → Awareness → Trial → Evaluation → Adoption
(C) Evaluation → Awareness → Interest → Adoption → Trial
(D) Awareness → Trial → Interest → Evaluation → Adoption

2017
**221.** Rural social structure is fundamentally characterized by:
(A) Primary groups and strong kinship ties
(B) High levels of social anonymity and individual isolation
(C) Dominance of formal, secondary social organizations
(D) Highly rapid and frequent vertical social mobility

2016
**222.** The term 'Cognitive Dissonance' was coined by which psychologist?
(A) B.F. Skinner
(B) Sigmund Freud
(C) Leon Festinger
(D) Carl Rogers

2022
**223.** An individual's evaluation of an object as favorable or unfavorable defines their:
(A) Motivation
(B) Aptitude
(C) Perception
(D) Attitude

2013
**224.** According to the hierarchy of needs theory, the need for food, water, and shelter are categorized as:
(A) Safety and security needs
(B) Self-esteem and status needs
(C) Basic physiological needs
(D) Social and belongingness needs

2002
**225.** A leadership style that focuses heavily on maintaining strict rules and procedures without input from the group is:
(A) Charismatic leadership
(B) Autocratic leadership
(C) Transformational leadership
(D) Laissez-faire leadership

2015
**226.** Which extension principle highlights that development must consider all members of the family?
(A) Principle of indigenous knowledge
(B) Principle of democratic decentralization
(C) Principle of voluntary participation
(D) Principle of the whole-family approach

2006
**227.** A key feature of informal education is that it is:
(A) Spontaneous and lifelong
(B) Highly structured and graded
(C) Confined to classroom settings
(D) Evaluated through formal written examinations

2004
**228.** The Marthandam project extensively utilized which local institution to promote rural development?
(A) Cooperative credit societies
(B) State departments of agriculture
(C) YMCA (Young Men's Christian Association)
(D) Local government panchayats

2009
**229.** Which constitutional amendment act institutionalized the Panchayati Raj system in India?
(A) 42nd Amendment Act
(B) 44th Amendment Act
(C) 73rd Amendment Act
(D) 74th Amendment Act

2002
**230.** Arrange the following communication models in chronological order of their introduction:
I. Aristotle

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II. Shannon-Weaver
III. Berlo
(A) I, II, III
(B) I, III, II
(C) II, I, III
(D) III, II, I

2003
**231.** The primary aim of the National Rural Livelihood Mission (NRLM) is to:
(A) Support urban industrial recruitment programs
(B) Alleviate poverty through self-employment and skilled wage opportunities
(C) Nationalize agricultural land for cooperative farming
(D) Provide housing subsidies to urban industrial workers

2009
**232.** A significant constraint of the T&V system was its:
(A) Neglect of staple food grain crops
(B) Over-emphasis on non-farm income activities
(C) Heavy financial burden due to high recurring operational and staff costs
(D) Absence of any linkage with state agricultural research stations

2010
**233.** The Krishi Vigyan Kendras (KVKs) are primarily funded by:
(A) The respective State Governments
(B) The NABARD
(C) Public-private partnership grants
(D) The Indian Council of Agricultural Research (ICAR)

2006
**234.** Under the ATMA model, the 'Farmer Friend' serves as a crucial link between:
(A) Extension functionaries and village-level farmers
(B) State departments of agriculture and input dealers
(C) Financial institutions and farm cooperative societies
(D) Agricultural researchers and international donor agencies

2005
**235.** Which of the following best exemplifies the privatization of extension services?
(A) State agricultural universities broadcasting educational radio programs
(B) Private companies offering paid soil testing and advisory services
(C) Central government agencies launching nationwide income support programs
(D) Local Krishi Vigyan Kendras conducting frontline field demonstrations

2006
**236.** The Research-Extension-Farmer Interface is most effectively strengthened by:
(A) Conducting laboratory research without field verification
(B) Implementing joint diagnostic surveys and local participatory planning
(C) Relying entirely on mass media communication channels
(D) Restricting research activities to university experimental stations

2001
**237.** The Agricultural Knowledge and Information System (AKIS) model suggests that:
(A) Knowledge generation and sharing is synergistic among multiple actors
(B) Knowledge flows in a one-way, linear hierarchy from research to farmers
(C) Farmers act as passive consumers of scientific recommendations
(D) Formal research institutions are the sole valid sources of innovation

2018
**238.** In a PRA exercise, a 'Venn Diagram' (or Chapati diagram) is used to explore:
(A) Annual seasonal variations in local rainfall patterns
(B) The precise topographic altitude of the target village
(C) Institutional relationships and their perceived importance
(D) The exact geographical boundaries of private land holdings

2003
**239.** The primary objective of conducting Front Line Demonstrations (FLDs) is to:
(A) Generate basic agronomic data under laboratory conditions
(B) Refine draft technologies in experimental university plots
(C) Monitor regulatory compliance with state crop quotas
(D) Demonstrate the production potential of newly released technologies in farmers' fields

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2009

**240.** The RKVY (Rashtriya Krishi Vikas Yojana) was designed to incentivize states to:
(A) Outsource agricultural extension to private agencies
(B) Focus exclusively on industrial manufacturing sectors
(C) Increase public investment in agriculture and allied sectors
(D) Implement uniform central farming regulations in all regions

2014

**241.** In the Logical Framework, 'Indicators' must be OVI, which stands for:
(A) Operational Variable Inputs
(B) Objectively Verifiable Indicators
(C) Optional Verification Instruments
(D) Organizational Value Indexes

2021

**242.** According to Berlo's SMCR model, which factor affects both the Source and the Receiver?
(A) The physical medium used for transmission
(B) The mechanical frequency of the channel
(C) The environmental conditions of the transmission site
(D) Communication skills, attitudes, knowledge, and social systems

2010

**243.** A message that uses complex scientific terms like 'Agrobacterium tumefaciens' with illiterate farmers will likely suffer from poor:
(A) Message fidelity due to semantic barriers
(B) Physical transmission over local mediums
(C) Mechanical routing through signal towers
(D) Channel richness and immediate feedback

2001

**244.** A psychological barrier that prevents a farmer from accepting a new technology because it contradicts their deeply held traditional beliefs is related to:
(A) Channel noise
(B) Vocal delivery
(C) Cognitive dissonance
(D) Lack of visual aids

2025

**245.** In communication network analysis, a 'Gatekeeper' is someone who:
(A) Controls the flow of information to others in the network
(B) Manages physical entry points of rural administrative offices
(C) Has no direct communication links with other actors
(D) Relays every message exactly as received without modification

2016

**246.** The art of public speaking emphasizes 'Pathos', which refers to:
(A) Sound logical reasoning and evidence
(B) Ethical credibility and character
(C) The physical setup of the stage
(D) Emotional appeal to the audience

2016

**247.** The basic unit of rural social structure in India is traditionally the:
(A) Urban metropolitan administrative zone
(B) Joint family and village community
(C) Individual worker in an industrial cluster
(D) Registered agricultural marketing cooperative

2006

**248.** The process by which individuals learn and adopt the behaviors necessary to function in their society is called:
(A) Assimilation
(B) Accommodation
(C) Socialization
(D) Stratification

2021

**249.** Which emotional state is generally considered detrimental to active learning and adoption in extension?
(A) Curiosity
(B) Eagerness
(C) Optimism
(D) Apathy

2010

**250.** Which scale construction method involves judges categorizing statements into 11 piles representing degrees of favorableness?
(A) Thurstone scale
(B) Likert scale
(C) Guttman scale
(D) Semantic differential

2012

**251.** According to the two-factor theory of motivation, true motivation to improve performance is derived from:
(A) Extrinsic factors such as salary and working conditions
(B) Intrinsic job factors such as achievement and

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recognition
(C) Close supervision and bureaucratic procedures
(D) Clear organizational hierarchies and job security policies

2018
**252.** The 'Norming' stage of group dynamics involves:
(A) Frequent internal conflicts and power struggles
(B) Developing cohesion, trust, and shared rules
(C) Disbanding the group
(D) Performing the final task

2012
**253.** The concept that extension should address not just agriculture, but health, education, and community life reflects the:
(A) Principle of a comprehensive and holistic approach
(B) Principle of commodity-specialized extension
(C) Principle of centralized top-down management
(D) Principle of commercial profit maximization

2023
**254.** Distance education relies heavily on:
(A) Traditional classroom-based instruction
(B) Informal community-level socialization
(C) Information and Communication Technology (ICT) and mediated teaching
(D) Non-structured experiential learning in agricultural fields

2023
**255.** The Gurgaon experiment heavily utilized which medium for mass awareness?
(A) Educational radio broadcasting networks
(B) Weekly printed newspapers and magazines
(C) Cinema reels shown in mobile theatres
(D) Magic lanterns, dramas, and village guides

2025
**256.** A major goal of the Community Development Programme (CDP) was:
(A) Expanding industrial manufacturing in urban hubs
(B) Centralizing political authority in administrative capitals
(C) Promoting an integrated approach to rural community development
(D) Replacing traditional family structures with state cooperatives

2011
**257.** Which tier of the Panchayati Raj system operates at the block level?
(A) Zila Parishad (District level)
(B) Panchayat Samiti (Block level)
(C) Gram Panchayat (Village level)
(D) Vidhan Sabha (State level)

2011
**258.** SGSY was primarily designed to overcome the defects of which earlier program?
(A) PMFBY
(B) RKVY
(C) T&V System
(D) IRDP

2016
**259.** What was the role of the Subject Matter Specialist (SMS) in the T&V system?
(A) To train Village Extension Workers and provide technical backstopping
(B) To disburse agricultural loans to cooperative banks
(C) To sell inputs directly to registered contact farmers
(D) To formulate long-term national trade tariffs

2013
**260.** Which body is responsible for key policy decisions and approving the Strategic Research and Extension Plan (SREP) under ATMA at the district level?
(A) Governing Board
(B) Block Technology Team
(C) Farmer Advisory Committee
(D) Management Committee

2013
**261.** Under the National Mission on Agricultural Extension and Technology (NMAET), SMAE stands for:
(A) Sub-Mission on Agricultural Extension
(B) Sub-Mission on Agricultural Economics
(C) State Mission for Agrarian Education
(D) Sub-Mission on Applied Engineering

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2022
**262.** An advantage of incorporating NGOs in pluralistic extension is their:
(A) Statutory enforcement powers over local communities
(B) Access to commercial capital from stock markets
(C) Freedom from any local reporting or accountability
(D) Flexibility, close community rapport, and

bottom-up approach

2006
**263.** Farming System Research (FSR) recognizes that smallholder farmers often prioritize:

(A) Maximizing the biological yield of a single cash crop
(B) Prioritizing risk minimization and household food security
(C) Adopting capital-intensive commercial monocultures
(D) Utilizing advanced automated robotics for farm operations

2014
**264.** In the AKIS framework, 'Education' refers primarily to:
(A) Intergenerational transmission of local customs
(B) General primary and secondary school education
(C) Human resource development for research and extension systems
(D) Literacy programs for urban industrial laborers

2009
**265.** Which of the following is a core characteristic of PRA (Participatory Rural Appraisal)?
(A) Relying on rigid, structured formal questionnaires
(B) Restricting participation to elite local landowners
(C) Conducting analysis solely at urban universities
(D) Triangulating data by cross-checking multiple sources and methods

2009
**266.** On-Farm Testing (OFT) is primarily distinct from Front Line Demonstrations (FLD) because OFT is:
(A) A technology assessment and refinement tool
(B) A technology dissemination and promotion tool
(C) A station-based research and breeding tool
(D) A corporate-managed marketing and sales tool

2023
**267.** The PMFBY uses which mechanism to assess crop loss?
(A) Subjective self-reporting by local farmers
(B) Crop Cutting Experiments (CCEs) and remote sensing technology
(C) Unverified estimates from local administrative offices
(D) Visual inspection of farm boundaries during planting

2002
**268.** In Bennett's hierarchy, the number of farmers who attended a training program is an indicator of:
(A) Change in knowledge, attitude, skills, and aspirations
(B) Reaction and participation levels of the target audience
(C) Practice change (Adoption and implementation of methods)
(D) End results (Socio-economic and environmental impacts)

2013
**269.** In communication theory, feedback serves primarily to:
(A) Allow the sender to evaluate message effectiveness and make adjustments
(B) Interrupt the communication channel to prevent information overload
(C) Generate creative noise that keeps the receiver engaged
(D) Distort the original intent of the message to test the receiver

2014
**270.** A highly credible source is likely to:
(A) Decrease the reception quality of the channel
(B) Heighten perceived heterophily between partners
(C) Increase the persuasive impact of the message
(D) Initiate immediate semantic barriers during decoding

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2018
**271.** Physical distance between a speaker and the audience can act as a:
(A) Semantic communication barrier
(B) Internal psychological barrier
(C) Sociological cultural barrier
(D) Physical environmental barrier

2006
**272.** In a sociogram, a small, highly interconnected subgroup of individuals who interact more with each other than with outsiders is termed a/an:
(A) isolate
(B) bridge
(C) clique

(D) hub

2004

**273.** The 'Kinesics' aspect of verbal and non-verbal communication refers to:
(A) The use of space (Proxemics)
(B) Body language and gestures
(C) The pitch and tone of voice
(D) The use of time

2005

**274.** A deeply ingrained cultural belief that prevents the adoption of poultry farming in a specific village is an example of a:
(A) Technical or operational constraint
(B) Biological or genetic constraint
(C) Financial or economic constraint
(D) Sociological or cultural constraint

2021

**275.** The psychological process by which an individual protects themselves from unpleasant information is known as:
(A) Perceptual defense
(B) Cognitive clarity
(C) Intrinsic motivation
(D) Social modeling

2007

**276.** The behavioral component of an attitude dictates:
(A) How an individual emotionally feels about a specific object
(B) What factual knowledge an individual holds about an object
(C) How an individual actually behaves or intends to behave toward an object
(D) The hereditary traits that shape an individual's personality

2010

**277.** According to the theory of needs, individuals driven by the 'Need for Power' seek to:
(A) Influence and control others
(B) Avoid all conflicts
(C) Establish warm relationships
(D) Achieve complex, abstract goals

2016

**278.** Which of the following is a primary characteristic of a 'Group'?
(A) A collection of unrelated individuals waiting at a transit stop
(B) A single individual working independently in a laboratory
(C) A demographic database of unrelated citizens
(D) Two or more interacting individuals with a common purpose or identity

2010

**279.** The Etawah Pilot project was uniquely characterized by the introduction of:
(A) Heavy tractor mechanization in cooperative farming
(B) Multipurpose Village Level Workers (VLWs)
(C) High-yielding hybrid crop varieties exclusively
(D) Large-scale export processing zones in rural districts

2009

**280.** Given below are two statements, one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The MGNREGA program has a direct impact on agricultural wage rates.
**Reason (R) :** By providing a guaranteed alternative source of employment at a fixed wage, it increases the bargaining power of rural laborers.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2014

**281.** The transition from T&V system to ATMA represents a shift from:
(A) Decentralized planning to highly centralized state authority
(B) Farming systems extension to a strict monoculture commodity approach
(C) Direct public sector delivery to entirely privatized consulting firms
(D) Top-down, uniform extension to bottom-up, location-specific extension

2013

**282.** The Institutional Village Linkage Programme (IVLP) is a core example of:
(A) Participatory Technology Development and evaluation
(B) Direct, linear technology transfer models
(C) Administrative regulation of market prices
(D) Single-discipline research station trials

2009

**283.** In the context of Farmers Field Schools (FFS), learning is fundamentally:

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(A) Deductive and curriculum-bound
(B) Inductive and experiential
(C) Regulatory and safety-focused
(D) Rote and memorization-driven

2009
**284.** Which PRA tool is most suited for understanding the daily work routine and labor distribution between men and women in a rural household?
(A) Participatory transect walk across different fields
(B) Daily activity clock or household routine diagram
(C) Participatory village resource and territory mapping
(D) Historical timeline of key agricultural developments

2011
**285.** A Front Line Demonstration (FLD) aims to show the potential of a technology under:
(A) The direct supervision of agricultural scientists on farmers' fields
(B) Highly controlled research station conditions
(C) Commercial management by private agribusiness firms
(D) Laboratory simulations with computer modeling

2017
**286.** PM-KISAN benefits are transferred to farmers via:
(A) Cash disbursements by local block development offices
(B) Material voucher coupons redeemable for inputs
(C) Direct Benefit Transfer (DBT) electronically into bank accounts
(D) Rebates on electricity and irrigation tariffs

2018
**287.** In the Logical Framework Approach, the column that lists the sources of data to measure indicators is called:
(A) Project Assumptions
(B) Objective Hierarchy
(C) Project Baseline Costs
(D) Means of Verification

2001
**288.** Which component in Berlo's model refers to the specific way a message is arranged and delivered?
(A) Message Code
(B) Message Content
(C) Message Treatment
(D) Message Element

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2013
**289.** The credibility of a communicator in an extension setting is significantly enhanced by their:
(A) High administrative rank and formal authority
(B) Subject matter competence and trustworthiness
(C) Social detachment and limited interaction with farmers
(D) Exclusive reliance on highly complex scientific terminology

2009
**290.** Overcoming psychological barriers in communication often requires the extension worker to:
(A) Adopt a formal, authoritative style of speaking
(B) Limit direct interaction to printed handouts
(C) Impose administrative penalties for non-compliance
(D) Use empathy and understand the farmer's frame of reference

2011
**291.** A mass communication network is characterized by:
(A) One-to-many transmission with delayed or minimal feedback
(B) Direct interpersonal exchange with immediate mutual feedback
(C) Two-way balanced communication within small groups
(D) Highly centralized and confidential data transmission

2019
**292.** 'Vocalics' or 'Paralanguage' in public speaking includes:
(A) The physical gestures and body movements used
(B) The printed written handouts provided to guests
(C) The pitch, tone, rate, and volume of the voice
(D) The physical spatial distance from the audience

2021
**293.** Social stratification in rural sociology refers to:
(A) The hierarchical arrangement of individuals into social classes or castes
(B) The classification of agricultural soils into distinct horizons
(C) The spatial distribution of households within a village

(D) The administrative division of a district into developmental blocks

2024

**294.** In extension psychology, when a farmer is exposed to a new, highly effective crop variety, the initial mental phase they enter is:
(A) Immediate and permanent rejection
(B) Rapid, large-scale behavioral trial
(C) Intense emotional evaluation
(D) Perception and awareness

2022

**295.** A Likert scale typically asks respondents to indicate their level of:
(A) Income distribution across farm households
(B) Agreement or disagreement with a series of statements
(C) Factual knowledge on agricultural technologies
(D) Geographic preference for specific soil conservation methods

2023

**296.** The Psychoanalytic theory of personality was primarily developed by:
(A) Abraham Maslow
(B) B.F. Skinner
(C) Sigmund Freud
(D) Carl Jung

2011

**297.** Which stage of group development is characterized by conflict, competition for roles, and disagreement over goals?
(A) Forming
(B) Storming
(C) Norming
(D) Adjourning

2015

**298.** The principle of 'Evaluation' in extension education ensures that:
(A) Programs continuously assess progress and outcomes to make improvements
(B) Underperforming staff are automatically penalized or dismissed
(C) Participating farmers are formally graded and ranked for school credits
(D) External agencies take over local community-led initiatives

2004

**299.** The core objective of adult continuing education is to:
(A) Provide primary literacy instruction to young children
(B) Facilitate lifelong learning and practical skill upgradation
(C) Enroll all rural citizens in formal university degree programs
(D) Standardize formal primary school curricula across the state

2005

**300.** The primary legacy of early pre-independence extension efforts (like Marthandam and Sriniketan) was establishing the importance of:
(A) Utilizing centralized state authority to enforce agricultural plans
(B) Holistic, participatory, and self-help approaches to development
(C) Promoting capital-intensive agricultural technologies exclusively
(D) Standardizing administrative practices across diverse ecological regions

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# ANSWERS

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**1.** (B) Helping people to help themselves
The core philosophy of extension education revolves around empowering individuals to improve their lives. This discipline focuses on building capacities, teaching new skills, and developing self-reliance among rural populations. Rather than merely distributing handouts, it encourages people to identify their problems, mobilize local resources, and find sustainable solutions through educational guidance and practical learning.

**2.** (D) It is institutionalized and chronologically graded
Formal education represents a structured, institutionalized system that follows a highly organized, chronological progression from primary school through higher education. Unlike informal learning, which occurs naturally during daily experiences throughout life, formal systems require adherence to specific curricula, professional instruction, regular assessments, and the award of recognized academic degrees or certificates upon completion.

**3.** (A) Rabindranath Tagore
The Sriniketan experiment was established in West Bengal in nineteen twenty-one to promote comprehensive rural reconstruction. This pioneering initiative aimed to make rural populations self-reliant through agricultural improvements, vocational training, cottage industries, and community work. It blended modern science with local knowledge, establishing a solid historical foundation for later rural extension programs.

**4.** (C) It was an agricultural credit scheme
The Community Development Programme was a multi-sectoral initiative designed for holistic rural development, not a narrow financial credit scheme. Launched on October second, nineteen fifty-two, it focused on improving agriculture, public health, education, transport, and communication. It emphasized collaborative efforts and community mobilization to raise the overall standard of living in rural communities.

**5.** (A) SGSY
The Swarnajayanti Gram Swarozgar Yojana was restructured to establish the National Rural Livelihool Mission. This reform shifted the focus from individual-driven credit and subsidy schemes to a more sustainable, institutions-based approach. The updated mission focuses heavily on mobilizing rural women into self-help groups, providing continuous capacity building, and strengthening financial inclusion mechanisms.

**6.** (D) World Bank
The Training and Visit system was introduced to professionalize agricultural extension in India with financial and technical support from the World Bank. Developed during the nineteen seventies, this methodology aimed to build a highly disciplined network of extension personnel. It prioritized regular training of field staff coupled with scheduled visits to farmers.

**7.** (B) A district-level agricultural science center
A Krishi Vigyan Kendra serves as a localized, district-level agricultural science center in India. Funded primarily by the central government through the national research council, these centers act as hubs for testing, refining, and demonstrating modern agricultural practices. They bridge the gap between academic agricultural research and actual field applications for farmers.

**8.** (C) Integrating and strengthening the state extension machinery
The National Mission on Agricultural Extension and Technology focuses on strengthening and integrating the public extension delivery system across different states. By consolidating various sub-missions covering seeds, mechanization, plant protection, and advisory services, it aims to deliver comprehensive technological solutions directly to farmers, enhancing productivity through institutional support and collaborative machinery.

**9.** (D) Farmer Producer Organization
A Farmer Producer Organization represents a collective entity composed of primary producers, including farmers, milk harvesters, and artisans.

This organizational model empowers smallholders by consolidating their products, which enhances bargaining power, improves access to modern inputs, reduces transaction costs, and facilitates direct marketing. It plays a crucial role in modern pluralistic agricultural systems.

**10.** (A) Both A and R are true and R is the correct explanation of A.
Farming System Research and Extension rejects top-down technology transfer, adopting a bottom-up methodology. This approach prioritizes understanding the entire farm environment, including biophysical factors and household constraints, before designing interventions. Consequently, researcher and farmer collaboration ensures that the resulting agricultural technologies are highly relevant, practical, and tailored to localized conditions.

**11.** (B) The Agricultural Knowledge and Information System (AKIS)
The Agricultural Knowledge and Information System links diverse actors, including agricultural researchers, extension educators, farmers, and private business entities. This framework shifts focus away from linear, top-down technology transfer. Instead, it views innovation as an interactive, multi-dimensional social process where multiple stakeholders continuously generate, share, adapt, and apply knowledge to solve field problems.

**12.** (B) Resource mapping
Resource mapping is a vital participatory tool used to visualize the spatial distribution of assets within a community. During this exercise, local residents create maps illustrating the locations of water bodies, forests, infrastructure, and agricultural lands. This collaborative visual representation helps both researchers and villagers understand spatial dynamics and identify key development opportunities.

**13.** (A) To assess and refine technology under farm conditions
On-Farm Testing serves to evaluate and refine newly developed agricultural technologies under actual farming environments. Conducted collaboratively by researchers, extension staff, and farmers, these tests assess technical feasibility, economic viability, and social acceptability. This diagnostic process ensures that recommended technologies are adapted to local ecosystems and farmer constraints before widespread promotion.

**14.** (C) PM-KISAN
Pradhan Mantri Kisan Samman Nidhi is a central sector scheme launched in India to provide financial assistance to landholding agricultural families. It transfers six thousand rupees annually in three equal installments of two thousand rupees directly into the bank accounts of beneficiaries. This structured support helps farmers meet agricultural input expenses and household needs.

**15.** (C) Level 5
Bennett's hierarchy is a structured framework containing seven progressive levels used to evaluate educational programs. The fifth level specifically focuses on changes in knowledge, attitudes, skills, and aspirations among participants. Assessing these cognitive and affective developments helps extension managers determine whether educational interventions have successfully influenced learning outcomes before practice changes occur.

**16.** (C) Shannon-Weaver model
The Shannon-Weaver communication model, developed originally for telecommunications, formally introduced the concept of noise as a disruptive element. Noise represents any physical, mechanical, or psychological interference that distorts the message during transmission from source to destination. Recognizing noise helped extension scholars design strategies to maintain clarity and accuracy in educational messaging.

**17.** (B) Homophily
Homophily is the degree to which individuals who interact share similar socio-demographic characteristics, such as education, beliefs, values, and social status. In extension work, communication occurs more smoothly and frequently between homophilous individuals. However, a high degree of homophily can sometimes slow the diffusion of completely new ideas across diverse groups.

**18.** (D) Discomfort from holding conflicting beliefs
Cognitive dissonance refers to the psychological discomfort that arises when an individual holds two or more conflicting ideas, beliefs, or values. In agricultural extension, this tension often occurs when a farmer is presented with

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modern scientific recommendations that directly contradict deeply ingrained traditional practices. Resolving this discomfort requires cognitive adaptation or behavioral changes.

**19.** (A) Group communication - Sociometric analysis of mass media
Group communication involves interactive information exchange among a small, identifiable collective to achieve common goals, not mass media analysis. Sociometric analysis is a distinct sociological research technique used to map interpersonal relationships, attractions, and rejections within a specific group. It is not defined as or restricted to the systemic analysis of broad-scale mass media channels.

**20.** (B) P-3, Q-4, R-1, S-2
Berlo's Sender-Message-Channel-Receiver model details how communication works. The source relies heavily on encoding skills to formulate messages. The message itself consists of specific codes and content. Channels are experienced directly through the sensory organs, such as seeing and hearing. Finally, the receiver uses decoding skills to interpret and understand the incoming communication successfully.

**21.** (A) The Gram Panchayat
The Gram Panchayat is recognized as one of the three foundational village-level institutions for rural development in India, along with the school and the cooperative society. As a decentralized local government body, it is responsible for planning and executing local development schemes, maintaining public infrastructure, and representing local community interests.

**22.** (D) Selecting, organizing, and interpreting stimuli
Perception is the psychological process through which individuals select, organize, and interpret sensory stimuli to form a meaningful, coherent picture of the world around them. In agricultural extension, how farmers perceive a new technology determines their willingness to adopt it, as their physical behavior is guided by subjective interpretation rather than objective scientific facts.

**23.** (B) Semantic differential scale
The semantic differential scale is a psychological rating instrument designed to measure people's reactions to stimulus words or concepts. It utilizes a series of seven-point rating intervals bounded on each end by bipolar adjectives, such as good-bad or active-passive. This allows extension researchers to assess multidimensional attitudes and feelings toward new farming technologies.

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**24.** (C) Esteem needs
In Maslow's hierarchy, needs are arranged in a strict progressive structure. Self-actualization represents the highest level, where an individual seeks to fulfill their maximum potential. This stage can only be actively pursued after lower-level needs are satisfied, specifically physiological, safety, social belongingness, and esteem needs, which immediately precede self-actualization.

**25.** (D) Intragroup conflict and resistance
The storming stage is the second phase of group development, following initial formation. It is characterized by internal conflict, competition, and resistance as individual personalities clash and members challenge established boundaries, authority, and task assignments. Navigating this turbulent phase successfully is essential for the group to establish norms and build working cohesion.

**26.** (A) Principle of interests and needs
The principle of interests and needs dictates that effective agricultural extension work must begin with the actual concerns, desires, and problems of local communities. Since learning is a voluntary process, rural development programs that align with what people feel they need are far more likely to gain active participation, foster trust, and achieve long-term success.

**27.** (B) Physical and/or temporal separation of teacher and learner
Distance education is an educational framework defined by the physical or temporal separation of educators and students during most of the instructional process. It utilizes various communication channels, including print materials, digital platforms, television, and radio, to bridge this gap. This approach provides flexible, remote learning opportunities for individuals unable to attend traditional classrooms.

**28.** (B) F.L. Brayne
The Gurgaon project was a pioneering rural upliftment scheme initiated in nineteen twenty by F.L. Brayne, who served as a district officer

in Punjab. This early experiment focused on agricultural improvement, sanitation, public health, female education, and waste reduction. It introduced the concept of village guides to facilitate local development activities.

**29.** (A) Panchayat Samiti
The Panchayat Samiti serves as the intermediate or block-level tier of the decentralized Panchayati Raj system in India. It links the village-level Gram Panchayats with the district-level Zila Parishad. This body is responsible for coordinating, monitoring, and consolidating developmental plans, budgets, and public welfare schemes across the block area.

**30.** (B) I and III
The Mahatma Gandhi National Rural Employment Guarantee Act guarantees up to one hundred days of wage employment annually to rural households. It focuses on providing social security through manual labor, not skilled industrial employment. Additionally, the program is designed to create durable community assets, such as water harvesting systems, roads, and forestry improvements, enhancing rural infrastructure.

**31.** (B) 1998
The National Agricultural Technology Project was launched in India in nineteen ninety-eight with support from the World Bank. The initiative aimed to reform and modernize the agricultural research and extension systems. It focused on making research demand-driven, introducing participatory methods, and piloting the Agricultural Technology Management Agency model at the district level.

**32.** (C) District Collector
The governing board of the Agricultural Technology Management Agency is a high-level policy-making body at the district level. To ensure cross-departmental coordination, institutional authority, and administrative support, the board is headed by the District Collector, who is also known as the District Magistrate or Deputy Commissioner in some Indian states.

**33.** (B) It promotes pluralistic and farmer-led extension delivery
The Sub-Mission on Agricultural Extension under the national mission is designed to promote a highly pluralistic, decentralized, and farmer-led extension delivery system. It aims to integrate public, private, non-governmental, and cooperative sectors to provide comprehensive advisory services. It empowers farming communities by actively involving them in planning, decision-making, and technology adoption.

**34.** (D) They have close grassroots connectivity and flexibility
Non-Governmental Organizations offer significant advantages in rural extension due to their close grassroots connectivity and administrative flexibility. Unlike large government bureaucracies, these organizations can rapidly adapt their strategies to local conditions, build high levels of trust within communities, and implement participatory approaches that address the specific, localized needs of vulnerable farming households.

**35.** (A) Farming Systems Research (FSR)
Farming Systems Research is an interdisciplinary agricultural development methodology characterized by continuous, multi-directional feedback loops. Researchers, extension personnel, and farming households collaborate throughout the diagnostic, design, testing, and dissemination phases. This collaborative process ensures that technical research actively responds to real-world socio-economic constraints and biological complexities found on actual farms.

**36.** (C) Experiential learning in the field
Farmers Field Schools utilize a non-formal, field-based educational approach centered on experiential learning. Rather than attending standard classroom lectures, farmers meet regularly in actual fields throughout a crop cycle. They conduct hands-on observations, analyze local agro-ecosystems, run small experiments, and make collective management decisions, building practical problem-solving skills.

**37.** (A) Statistical modeling
Participatory Rural Appraisal relies on qualitative, highly visual, and collaborative tools that empower local communities to analyze their own realities. Activities such as transect walks, resource mapping, and matrix ranking facilitate active group discussion. Advanced statistical modeling is not a PRA tool, as it requires specialized technical software and outside experts, excluding local villagers.

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**38.** (D) KVK scientists
Front Line Demonstrations are a key extension activity designed to showcase the maximum yield potential of newly released agricultural technologies directly in farmers' fields. These demonstrations are planned, executed, and supervised by scientists from Krishi Vigyan Kendras. They provide direct, objective feedback to researchers while generating practical conviction among local farmers and state extension personnel.

**39.** (B) Pradhan Mantri Fasal Bima Yojana
Pradhan Mantri Fasal Bima Yojana is the flagship crop insurance scheme in India designed to provide financial security to farmers. It offers comprehensive coverage against crop damage resulting from non-preventable natural disasters, pests, or diseases. By stabilizing agricultural incomes, it encourages the adoption of modern farming practices and protects households from severe economic shocks.

**40.** (B) II and IV
The Logical Framework Approach is a highly systematic planning and management tool used for development projects. It links inputs and activities directly to outputs, outcomes, and broader goals. Crucially, the process does not ignore risks; it explicitly incorporates external assumptions and risks while utilizing a structured matrix containing objective, quantifiable indicators of success.

**41.** (D) Speaker, Speech, Audience
Aristotle formulated one of the earliest models of communication, designed primarily for public speaking and rhetoric. His classic conceptualization identifies three essential, interconnected elements: the speaker who delivers the message, the speech or actual content being delivered, and the audience who receives and interprets the message. This linear model focuses heavily on persuasive oral communication.

**42.** (A) Accuracy of meaning transfer
Message fidelity represents the degree of accuracy with which a specific message is transferred from the communicator to the receiver. High fidelity indicates that the recipient interprets the information exactly as the sender intended, without distortion, loss, or misunderstanding. Ensuring high fidelity is a primary goal in design and execution of agricultural extension programs.

**43.** (B) Psychological barriers
Psychological barriers to communication arise from the cognitive and emotional states of the individuals involved. These include issues such as poor listening habits, strong emotional blockages like anger or fear, pre-existing prejudices, selective attention, and mistrust. In extension work, these internal mental filters can prevent farmers from accurately receiving and accepting valuable scientific recommendations.

**44.** (B) Social relationships within a group
Sociometry is a quantitative sociological method used to measure and map interpersonal relationships, social structures, and communication networks within a specific group. By analyzing patterns of mutual attraction, rejection, or indifference among group members, extension workers can easily identify key opinion leaders, informal networks, and socially isolated individuals within a rural community.

**45.** (A) Clear articulation
Successful public speaking in extension education depends on delivering messages clearly and comprehensibly to diverse rural audiences. This requires clear articulation, correct pronunciation, appropriate voice projection, and the use of simple, local language instead of complex scientific jargon. Engaging the audience and responding to their feedback also significantly enhances overall message delivery and learning.

**46.** (C) W.F. Ogburn
The sociological concept of cultural lag was formulated by W.F. Ogburn. It describes the phenomenon where non-material culture, such as values, social beliefs, norms, and legal systems, struggles to adapt and change at the same rapid pace as material culture, which includes technology, machinery, and physical infrastructure. This gap often creates social tension.

**47.** (D) Arousal
In developmental psychology, arousal is a physiological and psychological state of being awake, reactive, and attentive. It acts as a primary emotional motivator for action, driving individuals to pay attention to new ideas, alter their routines, and adopt innovative practices. Without this state of heightened interest, rural populations often remain indifferent to developmental interventions.

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**48.** (C) Thurstone scale - Equal intervals
The Thurstone scale is an attitude measurement instrument constructed using the method of equal-appearing intervals. Judges sort numerous statements regarding a psychological object into intervals of perceived favorability, and median values determine scale scores. In contrast, the Likert scale uses summated ratings, and the Guttman scale relies on cumulative scalogram analysis to measure attitudes.

**49.** (B) Recognition
According to Herzberg's motivation-hygiene theory, motivators are intrinsic factors that actively drive job satisfaction and high performance. These include recognition, personal achievement, responsibility, and growth. Hygiene factors, such as salary, physical working conditions, and job security, are extrinsic elements that merely prevent dissatisfaction but do not necessarily inspire long-term motivation when improved.

**50.** (B) II, IV and V
Democratic leaders actively involve group members in decision-making, while charismatic leaders influence others through personal appeal. Sociometric stars represent highly influential individuals chosen frequently by their peers, making them excellent candidates for extension contacts. In contrast, autocratic leaders retain all authority rather than decentralizing it, and laissez-faire leaders abdicate guidance entirely.

**51.** (A) Administration
Administration is the systematic process of planning, organizing, coordinating, directing, and evaluating resources and activities within an extension organization. It ensures that human, financial, and technical assets are utilized efficiently to achieve educational and developmental objectives. Effective administration provides the structural framework necessary to design and implement successful field programs.

**52.** (C) Self-directed learners
Andragogy, the theory of adult learning, posits that adults are fundamentally self-directed learners who take responsibility for their own educational journeys. Unlike young students, they possess vast life experiences that serve as valuable learning resources. They are primarily motivated by internal factors and seek practical, immediate, problem-centered applications for new knowledge.

**53.** (A) Multipurpose rural development
The Etawah Pilot Project, initiated in nineteen forty-eight by Albert Mayer in Uttar Pradesh, pioneered the concept of multipurpose rural development. It demonstrated that sustainable progress requires addressing rural life holistically rather than in isolation. The project integrated agricultural improvement, sanitation, public health, and literacy, utilizing a single multipurpose worker at the village level.

**54.** (B) 1953
The National Extension Service was launched in India on October second, nineteen fifty-three, exactly one year after the Community Development Programme. Designed as a permanent administrative organization, the service aimed to provide a basic machinery for extension work at the block level. It focused on disseminating scientific agricultural practices to improve rural livelihoods.

**55.** (B) Organizing the rural poor into SHGs
The Swarnajayanti Gram Swarozgar Yojana was launched in India to establish a comprehensive self-employment program for the rural poor. Its primary operational strategy focused on organizing vulnerable households into cohesive self-help groups. By combining group dynamics, capacity building, credit, and marketing support, the scheme aimed to help participants establish sustainable micro-enterprises.

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**56.** (C) Systematic training and structured, regular visits
The core organizational principle of the Training and Visit system was to establish a highly structured, disciplined routine of systematic training and regular field visits. Subject matter specialists trained extension field staff on a bi-weekly basis. These workers then visited selected contact farmers on fixed schedules, ensuring a rapid, continuous transfer of relevant agricultural recommendations.

**57.** (D) Formulating national agricultural pricing policies
The mandate of a Krishi Vigyan Kendra focuses on localized technological applications, not high-level national policy formulation. Their activities include conducting on-farm testing for technology

assessment, organizing frontline demonstrations, training farmers and field personnel, and acting as resource centers. National agricultural pricing policies are determined by specialized central government ministries and advisory commissions.

**58.** (A) ATMA Governing Board
The Strategic Research and Extension Plan is a comprehensive document that identifies district-level agricultural needs, opportunities, and constraints. Under the ATMA framework, the ATMA Governing Board is the high-level policy-making body responsible for reviewing, refining, and formally approving this plan. This process ensures that agricultural programs align with localized, farmer-driven priorities.

**59.** (B) Cater to the diverse needs of different farming categories
Transitioning from a centralized public monopoly to a pluralistic extension system involves engaging public, private, non-governmental, and cooperative actors. This diversification aims to cater effectively to the highly varied needs of different farming categories. While public agents support smallholders, private entities can serve commercial growers, ensuring comprehensive, targeted, and efficient advisory coverage.

**60.** (A) Both A and R are true and R is the correct explanation of A.
The Research-Extension-Farmer interface is essential for successful agricultural development. A strong linkage ensures that research scientists focus on actual, real-world problems faced by farmers in their fields. Simultaneously, it guarantees that validated technologies are transmitted efficiently to extension agents for proper dissemination, creating a continuous, highly productive cycle of innovation and feedback.

**61.** (A) The field is the primary resource
A core, foundational principle of the Farmers Field School methodology is that the actual field serves as the primary educational resource. Rather than relying on simulated environments or abstract classroom materials, learners observe, analyze, and experiment directly on living crops. This practical contact ensures that agricultural education is highly realistic, context-specific, and immediately applicable.

**62.** (C) Transect walk
A transect walk is a key participatory rural appraisal tool that involves walking a defined path through the village territory with local residents. This physical exploration allows researchers and villagers to directly observe, map, and discuss ecological zones, land use patterns, agricultural practices, water sources, and localized problems, gathering rich qualitative data.

**63.** (D) Technology assessment and refinement under local agro-ecosystems
The Institution-Village Linkage Programme is an innovative initiative designed to foster close collaboration between agricultural research scientists and rural communities. Its primary focus is assessing and refining agricultural technologies under actual, diverse agro-ecosystems. By testing solutions directly in farmers' fields, it ensures that recommendations are highly compatible with local biological, physical, and socio-economic realities.

**64.** (C) Conserve indigenous bovine breeds
The Rashtriya Gokul Mission was launched in India with the primary objective of conserving and developing indigenous bovine breeds. By promoting scientific breeding practices, establishing high-quality germplasm networks, and enhancing cattle productivity, the mission seeks to upgrade the national dairy sector. This targeted genetic improvement directly supports rural livelihoods and sustainable livestock management.

**65.** (B) External factors and conditions outside the direct control of project management
In the Logical Framework Approach, assumptions represent external factors, events, or conditions that are critical for project success but lie completely outside the direct control of project management. Identifying these variables, such as weather conditions, policy changes, or market fluctuations, allows planners to assess risks and establish realistic pathways connecting activities to long-term outcomes.

**66.** (C) Audience
J. Paul Leagans formulated an influential extension communication model composed of six key elements arranged in a specific sequence. This structure begins with the communicator, followed by the message, the channel, the treatment of the message, and then the audience. The final

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element in this sequential communication loop is the audience's response.

**67.** (A) Credibility
Source credibility represents the degree to which a receiver perceives a communicator as trustworthy, knowledgeable, and competent. In agricultural extension, high credibility is essential; farmers are significantly more likely to accept and adopt recommended scientific practices if they believe the extension worker or research institution has genuine, proven expertise and honest motives.

**68.** (C) A loud tractor engine running nearby
Physical noise represents any external environmental disturbance that interferes with the transmission of a communication signal. A loud tractor engine running near an outdoor farmer meeting is a classic example. This auditory barrier physically drowns out the speaker's voice, preventing the audience from hearing and correctly decoding the agricultural recommendations being presented.

**69.** (A) Wheel network
The wheel network is a highly centralized communication structure where all information flows through one central individual. This coordinator communicates directly with each member of the network, while the other members do not interact with one another. This arrangement is exceptionally efficient for rapidly disseminating urgent alerts or standardized instructions across an organization.

**70.** (A) P-3, Q-4, R-2, S-1
Different historical communication models contain unique conceptual components. Aristotle's classical framework focuses on the speaker and speech. The Shannon-Weaver engineering model introduces the transmitter and noise. Wilbur Schramm's interactive model emphasizes the communicator's field of experience. Finally, David Berlo's structural model details the distinct cognitive processes of the encoder and decoder.

**71.** (B) Social norms
Social norms represent the shared, established rules, expectations, and standards of behavior that guide individual conduct within a society. In rural communities, these informal rules heavily influence daily interactions, community cooperation, and agricultural practices. Extension workers must understand local norms, as technologies that contradict them are frequently resisted by the community.

**72.** (C) Psychoanalysis
Psychoanalysis is a foundational personality theory pioneered by Sigmund Freud that attributes human behavior to deep-seated unconscious desires, conflicts, and childhood experiences. It suggests that adult personality is shaped by how individuals navigate developmental stages early in life. This psychological approach contrasts with behaviorist or trait theories that focus on observable habits.

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**73.** (D) Learned predisposition to respond favorably or unfavorably toward an object
An attitude represents a relatively stable, learned predisposition to think, feel, and respond in a consistently favorable or unfavorable manner toward a particular object, person, or concept. In extension psychology, understanding farmer attitudes is critical, as these internal evaluative states strongly predict whether individuals will ultimately accept or reject modern agricultural practices.

**74.** (A) Establishing and maintaining friendly personal relationships
David McClelland's acquired needs theory identifies affiliation as a primary source of human motivation. Individuals with a high need for affiliation are motivated by establishing, maintaining, and restoring close, friendly personal relationships with others. They prioritize social harmony, seek group approval, and work most productively in collaborative, cooperative environments rather than highly competitive ones.

**75.** (B) The degree of mutual attraction and desire of members to remain in the group
Group cohesiveness is the social force that binds group members together. It represents the degree of mutual attraction, solidarity, and shared commitment among individuals, driving their collective desire to remain active participants in the group. Highly cohesive groups communicate more effectively, manage internal conflicts constructively, and work cooperatively to achieve common developmental goals.

**76.** (A) Seaman A. Knapp
Seaman A. Knapp pioneered the demonstration method of agricultural extension in the United States, popularizing the concepts of learning by doing and seeing is believing. He recognized that farmers are more likely to adopt new techniques when they see them succeed on actual farms. This approach remains a cornerstone of global agricultural extension.

**77.** (A) Adult learners
Continuing education is a structured learning process designed primarily for adult learners who wish to update their professional skills, acquire new knowledge, or change career paths. It operates outside the traditional, chronological schooling system, offering flexible, specialized courses that accommodate the personal and professional schedules of working individuals throughout their lifespans.

**78.** (C) Firka Development - T. Prakasam
The Firka Development Scheme was a major pre-independence rural reconstruction program launched in Madras State in nineteen forty-six, championing the Gandhian vision of village autonomy. The initiative was guided by T. Prakasam, who served as Premier. Other projects are mismatched; Rabindranath Tagore led Sriniketan, Mahatma Gandhi led Sevagram, and Spencer Hatch directed Marthandam.

**79.** (D) Balwant Rai Mehta Committee
The Balwant Rai Mehta Committee, appointed in nineteen fifty-seven, evaluated the Community Development Programme and recommended establishing a three-tier system of local self-government. This democratic decentralization scheme, popularly known as Panchayati Raj, transferred developmental planning and administrative powers to the block, district, and village levels, ensuring active public participation in local governance.

**80.** (C) I and II
The Integrated Rural Development Programme was a major national poverty alleviation initiative launched in rural areas, not urban centers. It targeted families living below the poverty line, aiming to raise their incomes by providing productive self-employment assets. This developmental support was delivered through a combination of subsidized financial capital and commercial bank credit.

**81.** (B) Research on agricultural value chains, consortia, and partnerships
The National Agricultural Innovation Project was implemented in India to foster a market-oriented, collaborative approach to research. It shifted focus from basic crop production toward integrated value chains, collaborative research consortia, and public-private partnerships. This strategy aimed to accelerate technological innovation, improve rural livelihoods, and enhance overall commercial competitiveness in the agricultural sector.

**82.** (D) Serving as a national research institute
The Agricultural Technology Management Agency is a district-level organizational framework designed to integrate research and extension, decentralize project management, and promote farmer-led initiatives. It is not a national research institute; high-level basic and applied scientific agricultural research is conducted by national bodies such as the Indian Council of Agricultural Research institutions.

**83.** (A) Increase the seed replacement rate and promote quality seed production
The Sub-Mission on Seed and Planting Material aims to enhance agricultural productivity by increasing the national seed replacement rate. It focuses on promoting the production and distribution of high-yielding certified seeds, upgrading nursery infrastructure, and strengthening seed testing facilities. This intervention ensures that farmers have timely access to quality planting materials.

**84.** (C) Enterprising agricultural graduates providing commercial services and inputs
Agri-preneurs are motivated, enterprising agricultural graduates who establish private ventures to provide technical advisory services, modern inputs, and custom hiring facilities to farmers on a commercial basis. Under specialized government training programs, they supplement public extension efforts by offering highly professional, localized, and market-driven solutions that improve overall farm productivity.

**85.** (A) Diagnosis
In Farming Systems Research, the diagnostic stage is dedicated to identifying and analyzing the specific constraints, problems, and resources of farming households. Through direct observation, structured interviews, and

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participatory interactions, researchers and farmers diagnose biological and socio-economic bottlenecks. This analytical phase provides the essential foundation for designing relevant, location-specific technological solutions.

**86.** (D) Channel
The channel is the physical medium or vehicle that connects the communicator with the receiver, enabling the transmission of a message signal. It acts as a bridge through which information flows, utilizing sensory pathways like sight, hearing, and touch. Examples include print materials, radio broadcasts, digital screens, and face-to-face conversations.

**87.** (B) The ability of the sender to project themselves into the receiver's situation
Empathy is the critical communicative ability of a sender to project themselves intellectually and emotionally into the receiver's unique situation. In rural development, an empathetic extension worker understands the farmer's perspective, constraints, feelings, and socio-economic realities. This mutual understanding enhances trust, reduces barriers, and allows the development of highly appropriate technical recommendations.

**88.** (C) Deep-seated prejudices and negative attitudes toward a technology
A psychological barrier consists of internal cognitive or emotional filters that disrupt the accurate reception and processing of messages. Deep-seated prejudices and negative attitudes toward modern technology represent a major psychological barrier. If a farmer holds strong pre-existing biases, they will likely dismiss scientifically proven recommendations, regardless of the physical clarity of the communication.

**89.** (D) Liaison or Bridge
In social network analysis, a bridge or liaison is an individual who links two or more distinct, closely knit social groups or cliques without belonging exclusively to either one. These individuals play a critical role in the diffusion of innovations, as they facilitate the flow of new ideas and information across isolated communities.

**90.** (B) III
Aristotle's classical communication model is a highly linear framework focused on public speaking; it completely lacks any conceptualization of an interactive feedback loop. In contrast, the Shannon-Weaver model emphasizes mathematical transmission, Berlo's SMCR model lacks a feedback loop in its basic diagram, and Rogers and Shoemaker extensively detailed the innovative decision-making process.

**91.** (B) Socialization
Socialization is the lifelong sociological process through which individuals learn, internalize, and adapt to the values, norms, beliefs, and behaviors of their culture. It transforms biological individuals into active, functioning members of society, ensuring cultural continuity and social stability. This internal learning process shapes personal identity, social roles, and daily community interactions.

**92.** (B) Perception
Perception is the complex mental process where individuals select, organize, and interpret sensory impressions to construct a meaningful understanding of their environment. In rural psychology, how a farmer perceives a newly recommended agricultural practice is highly subjective, influenced by personal values, past experiences, and social norms, directly determining their adoption behavior.

**93.** (A) Affective
Attitudes comprise three core components: cognitive, behavioral, and affective. The affective component represents the emotional or feeling segment of an attitude, encompassing positive or negative emotional reactions toward an object. In agricultural extension, a farmer's feelings of trust, fear, or enthusiasm regarding a technology constitute the affective dimension, heavily influencing decision-making.

**94.** (C) Stable, enduring, and measurable behavioral characteristics
The trait theory of personality suggests that individuals possess stable, enduring, and measurable behavioral characteristics, known as traits, that remain relatively consistent across different situations and over time. This psychological approach focuses on identifying, describing, and categorizing these distinct predispositions, such as extraversion or conscientiousness, to understand and predict human behavioral differences.

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**95.** (D) Development of cohesion, shared expectations, and group standards
The norming stage is the third phase of group development, following the turbulent storming phase. It is characterized by the development of group cohesion, mutual respect, shared expectations, and stable standards of conduct. Members resolve internal conflicts, establish a strong sense of group identity, and collaborate harmoniously to work toward common developmental goals.

**96.** (C) Behavioral sciences to bring about desirable changes in human behavior
Extension education is an applied behavioral science designed to bring about desirable changes in the cognitive, psychomotor, and affective domains of rural learners. It applies psychological, sociological, and educational principles to help individuals modify their behavior voluntarily. This learning process encourages the adoption of improved agricultural, social, and economic practices.

**97.** (B) Non-formal education
Non-formal education is a highly flexible, organized educational activity that operates outside the traditional, rigid school framework. It is specifically tailored to meet the immediate, practical needs of learners, particularly adults and out-of-school populations. It prioritizes practical skill development and behavioral change over structured academic testing, standardized curricula, and formal degrees.

**98.** (D) Comprehensive rural reconstruction
The Marthandam project was launched in nineteen twenty-one in Travancore by Spencer Hatch, under the auspices of the YMCA. The project focused on comprehensive rural reconstruction, addressing spiritual, mental, physical, social, and economic development. It emphasized the concept of self-help with intimate expert guidance, promoting poultry husbandry, beekeeping, and cottage crafts.

**99.** (A) Madras (Tamil Nadu)
The Firka Development Scheme was a major government-sponsored rural development program launched in Madras State in nineteen forty-six. Inspired by Mahatma Gandhi's vision of local village autonomy, the scheme focused on achieving self-sufficiency through cottage industries, sanitation improvements, clean water supply, and agricultural development across selected sub-districts, known as firkas.

**100.** (A) I, II and III
The seventy-third amendment gave Panchayati Raj Institutions constitutional status, establishing a three-tier structure and reserving seats for women. The reform did not abolish village planning or centralize financial power. Instead, it was designed to decentralize administrative and developmental planning authority, empowering local village-level bodies to govern their communities and manage resources.

**101.** (A) Universal social mobilization and financial inclusion
The National Rural Livelihood Mission operates on the core strategy of universal social mobilization and financial inclusion. It systematically organizes rural poor households into self-help groups and federations. By providing continuous capacity building, access to bank credit, and financial subsidies, the mission enables vulnerable families to establish sustainable livelihoods and escape poverty.

**102.** (D) High operational cost, rigidity, and top-down flow of information
The Training and Visit system, while initially successful, suffered from serious long-term drawbacks. It required high operational costs due to its large, dedicated field staff, exhibited significant administrative rigidity, and relied on a top-down information flow. These features limited its ability to respond to complex, multi-commodity farming systems and localized demands.

**103.** (B) ICAR
Krishi Vigyan Kendras operate under the overall administrative, technical, and financial control of the Indian Council of Agricultural Research. As the national apex body for coordinating, guiding, and managing research and education in agriculture, the council partners with state universities, research institutes, and non-governmental organizations to run these centers.

**104.** (C) ATMA
The Agricultural Technology Management Agency was established to decentralize extension management and integrate activities at the district level and below. Acting as an

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autonomous, registered society, it coordinates diverse interventions across agriculture, horticulture, animal husbandry, and fisheries, fostering collaboration among public researchers, private actors, non-governmental organizations, and farming groups.

**105.** (D) Private agribusiness firms providing advisory services linked to their commercial products
Corporate extension is a modern pluralistic extension model where private agribusiness firms deliver specialized advisory services to farmers. These services are typically linked to the commercial promotion, sale, or contract farming of corporate products, such as hybrid seeds, agrochemicals, or specialized machinery, aiming to enhance productivity while securing private supply chains.

**106.** (A) Extension agent
In the Research-Extension-Farmer interface, the extension agent serves as the vital primary linkage. They translate complex scientific findings into practical, simple recommendations for farmers, while concurrently communicating real-world field problems back to research scientists. This double-way flow of information ensures that agricultural research remains demand-driven and highly relevant to farming realities.

**107.** (B) Farmers Field School
The Farmers Field School is an interactive adult education methodology that utilizes the crop field as its primary learning environment. Meeting regularly throughout an entire cultivation season, farmers observe biological dynamics and make management decisions directly. This experiential learning approach builds strong analytical, problem-solving, and sustainable resource management capacities among rural producers.

**108.** (B) RRA is primarily researcher-oriented and extractive, whereas PRA is community-led and empowering
Rapid Rural Appraisal and Participatory Rural Appraisal differ significantly in their philosophical orientation and power dynamics. Rapid appraisal is primarily researcher-oriented and extractive, focusing on collecting data for outside planners. In contrast, participatory appraisal is community-led and empowering, designed to help local villagers analyze, map, plan, and manage their own developmental solutions.

**109.** (A) Collaborative experimentation and innovation by farmers and researchers
Participatory Technology Development is an approach that emphasizes collaborative experimentation and innovation by farmers, extension workers, and researchers. Instead of transferring standardized scientific packages, this methodology values indigenous knowledge and actively involves rural families in designing, testing, and refining technologies. This ensures that innovations are highly adapted to local ecological and socio-economic conditions.

**110.** (D) A is false but R is true.
Front Line Demonstrations are not conducted under ideal, controlled research station conditions. Instead, they are implemented directly in actual farmers' fields under real-world agricultural conditions. The primary goal of these trials is to demonstrate the maximum yield potential and economic viability of newly released technologies, under the direct supervision of KVK scientists.

**111.** (D) PMFBY
Pradhan Mantri Fasal Bima Yojana is India's flagship crop insurance scheme, designed to provide comprehensive risk coverage for agricultural crops. It shields farmers from financial losses resulting from non-preventable natural hazards, such as droughts, floods, pest infestations, landslides, and storms. This insurance support stabilizes farming incomes and encourages continued investment in agriculture.

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**112.** (C) Vertical logic
In the Logical Framework Approach, vertical logic describes the causal relationship between different levels of the project hierarchy. It explains how inputs enable activities, which generate outputs, leading to outcomes and contributing to long-term goals. This structural cause-and-effect relationship is validated by identifying specific, realistic assumptions at each hierarchical level.

**113.** (B) Field of experience
Wilbur Schramm's interactive model emphasizes that effective, meaningful communication can only occur when there is a significant overlap between the sender's and receiver's fields of experience. This shared background, which includes language, cultural values, beliefs, and

past experiences, ensures that the message is decoded and understood exactly as the source intended.

**114.** (D) Source credibility
Source credibility is the level of trust, expertise, and authority attributed to a communicator by the receiver. In developmental communication, the reputation of the sender significantly influences message acceptance. Farmers are much more receptive to recommendations when they perceive the source, such as a KVK scientist, as reliable, competent, and honest.

**115.** (A) A semantic barrier
A semantic barrier occurs when the language, symbols, or technical jargon used in a message are not understood by the receiver. When an extension agent uses highly complex scientific terms during a rural meeting, communication fails because the farmers cannot decode the vocabulary. This linguistic disconnect prevents the successful transfer of valuable information.

**116.** (C) Map interpersonal relations and social links within a group
A sociogram is a visual diagram used in sociological studies to map interpersonal relationships, attractions, rejections, and social links within a specific group. By analyzing these plotted networks, extension professionals can identify the social structure of a community, locating central opinion leaders who can champion innovations and isolated individuals who require targeted support.

**117.** (A) Monitoring and adapting to audience feedback
An essential element of successful public speaking in extension education is the ability to monitor and adapt to audience feedback. Experienced speakers actively observe non-verbal cues, such as eye contact, facial expressions, and body language, adjusting their delivery tone, pace, and explanation depth to maintain engagement and ensure complete comprehension.

**118.** (D) Acculturation
Acculturation is the sociological process of cultural change and psychological adaptation that occurs when two distinct cultural groups experience continuous, direct contact. While individuals adopt new traits, language, and customs from the dominant culture, the original cultural group remains distinct. This concept is vital for understanding how rural societies adapt to modern external influences.

**119.** (B) Cognitive dissonance
Cognitive dissonance represents the psychological discomfort an individual feels when holding conflicting cognitions, such as post-purchase doubts following a major financial investment. A farmer who buys an expensive tractor and subsequently worries about its economic viability experiences this cognitive tension. They will actively seek reassuring information to validate their decision and restore mental harmony.

**120.** (A) P-3, Q-4, R-1, S-2
Bennett's hierarchy structure provides seven progressive levels for evaluating educational programs. Inputs focus on the resources and capital expended. Activities represent the educational methods and events organized. Reactions assess participant engagement and satisfaction levels. Finally, knowledge, attitudes, skills, and aspirations measures the cognitive and affective developments achieved by the participants.

**121.** (D) The beliefs and knowledge about an object
An attitude structure is composed of cognitive, affective, and behavioral components. The cognitive component specifically involves the beliefs, thoughts, knowledge, and information an individual holds about a particular object, person, or idea. In extension, this includes the farmer's rational understanding and factual beliefs regarding the utility, risks, and benefits of an innovation.

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**122.** (A) Maslow's Hierarchy of Needs
Abraham Maslow's hierarchy of needs theory posits that human motivation is structured sequentially across five developmental levels. It suggests that basic lower-order needs, starting with physiological survival and physical safety, must be adequately satisfied before an individual can be motivated by higher-order needs, such as social belonging, self-esteem, and ultimately, self-actualization.

**123.** (B) Democratic
A democratic leadership style is characterized by the active empowerment of group members through shared decision-making, open communication, and the promotion of consensus.

Rather than dictating actions, a democratic rural leader guides discussions, values diverse perspectives, and encourages collaborative planning. This participatory approach fosters high motivation, trust, and commitment within the community.

**124.** (B) Programs must be built upon the local community, its institutions, and people
The principle of grassroots organization dictates that sustainable developmental programs must be built upon existing local communities, institutions, and people. Rather than imposing decisions from centralized external bodies, extension planning should mobilize local leadership, respect cultural traditions, and utilize community resources, ensuring active public participation and genuine ownership of the projects.

**125.** (A) Adults are primarily problem-centered in their orientation to learning
Adult learning, or andragogy, differs from pedagogy in that adult learners are primarily problem-centered rather than subject-centered in their educational orientation. They seek to acquire knowledge and skills that can be immediately applied to resolve real-world problems in their lives or professions, drawing heavily upon their rich accumulated life experiences.

**126.** (C) Utilizing trained "village guides" to disseminate development work
The Gurgaon experiment, initiated by F.L. Brayne in nineteen twenty, focused heavily on using trained village guides to act as channels for rural development. These guides lived in the communities, serving as multi-purpose workers who disseminated improved practices in agriculture, public health, female education, and sanitation to local households.

**127.** (D) The Etawah Pilot Project
The Etawah Pilot Project, launched in nineteen forty-eight under the leadership of Albert Mayer, served as the primary model and precursor for the nationwide Community Development Programme in India. Its successful demonstration of multi-sectoral development, coordinated administrative machinery, and the use of village-level workers laid the organizational blueprint for future rural development schemes.

**128.** (C) Providing self-employment assets to families below the poverty line
The Integrated Rural Development Programme was launched in India with the primary objective of alleviating rural poverty. The scheme targeted families living below the poverty line, providing them with productive, income-generating self-employment assets. This financial and technical support was delivered through a coordinated package of public capital subsidies and commercial bank credit.

**129.** (B) Decentralizing project management and institutional coordination
Restructuring agricultural extension into the Agricultural Technology Management Agency aimed to decentralize project management and strengthen institutional coordination at the district level. By creating an autonomous, participatory governance framework, ATMA integrated public research, line departments, private entities, and farmer groups. This reform shifted extension delivery from a top-down model to a demand-driven approach.

**130.** (B) II
Krishi Vigyan Kendras are district-level, non-formal vocational training institutions. They are designed to assess, refine, and demonstrate technologies directly in the field, as well as build vocational capacities among farmers. They are not academic institutions and do not issue formal university degrees; high-level academic degrees are granted solely by recognized agricultural universities.

**131.** (A) Promoting inclusive mechanization among small and marginal farmers
The Sub-Mission on Agricultural Mechanization focuses on promoting inclusive mechanization, particularly among small, marginal, and resource-poor farmers. By establishing custom hiring centers, offering financial subsidies for farm machinery, and conducting technical demonstrations, the program aims to reduce labor costs, improve input-use efficiency, and modernize farming systems across diverse, smallholder landscapes.

**132.** (C) Facilitating collective bargaining, credit access, and input distribution
Involving cooperatives in agricultural extension provides significant advantages for smallholders by facilitating collective bargaining, improving

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credit access, and streamlining input distribution. Cooperatives pool the resources of individual farmers, enabling them to purchase quality inputs at lower costs, secure fair market prices, and access essential technical guidance through integrated member services.

**133.** (A) Farming Systems Research (FSR)
Farming Systems Research is an interdisciplinary methodology that evaluates agricultural constraints by analyzing the farm as a holistic system. Rather than focusing on a single crop in isolation, this approach considers how crops, livestock, forestry, household labor, and off-farm activities interact. This systemic perspective ensures developed technologies fit actual farm realities.

**134.** (D) Agricultural Knowledge and Information System (AKIS)
The Agricultural Knowledge and Information System is an interactive framework emphasizing that agricultural researchers, educators, extension personnel, and farmers must operate within a highly integrated network. Rather than working in isolation, these diverse actors collaboratively generate, share, adapt, and apply scientific and local knowledge to solve complex field challenges and foster agricultural innovation.

**135.** (B) Facilitator
Participatory Rural Appraisal shifts control of the research process from outside experts to the local community. Consequently, it requires the outsider to step back from the traditional role of dominant instructor or objective researcher and act primarily as a facilitator. In this role, they guide discussions, encourage participation, and empower villagers.

**136.** (C) Location-specific, farmer-accepted technologies
The primary outcome of participatory Technology Assessment and Refinement is the development of location-specific, farmer-accepted agricultural technologies. By testing and adapting research recommendations directly within localized micro-environments and socio-economic contexts, this methodology ensures that the final practices are highly practical, economically viable, and culturally compatible with the target community.

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**137.** (D) Rashtriya Krishi Vikas Yojana (RKVY)
Rashtriya Krishi Vikas Yojana is a major decentralized state-plan scheme launched in India to promote remunerative agricultural development. It provides states with the flexibility and financial autonomy to plan and execute customized developmental projects based on localized agro-climatic needs. This strategic funding strengthens public infrastructure, boosts crop productivity, and enhances allied agricultural sectors.

**138.** (A) End results
In Bennett's hierarchy of evaluation, the seventh and highest level is end results. This terminal stage assesses the long-term, ultimate impact of an educational program on the community, such as improved household income, environmental sustainability, and enhanced quality of life. It measures the ultimate socioeconomic and ecological value generated by the intervention.

**139.** (B) Encoding
In the Shannon-Weaver communication model, encoding represents the technical process of converting an ideas-based message into a physical signal suitable for transmission through a specific channel. This transformation is performed by a transmitter or encoder, ensuring that the message can travel accurately across physical distances to be subsequently decoded by the receiver.

**140.** (A) I and II
Homophily, representing similarity between communicators, accelerates initial interaction but can limit the introduction of new ideas. Conversely, heterophily, or difference, can slow initial communication but is essential for diffusing novel innovations. Effective extension requires a balanced blend of both concepts. Additionally, homophily refers to socio-demographic and psychological attributes, not merely geographical proximity.

**141.** (A) Selective perception
Selective perception is a psychological cognitive bias where individuals interpret incoming messages in a highly subjective way, filtering out information that conflicts with their existing beliefs, prejudices, or values. In extension communication, this tendency causes farmers to pay attention only to details that reinforce their

current practices, while ignoring crucial scientific facts.

**142.** (C) All-channel network
The all-channel network, also known as the multi-channel or star network, is a completely decentralized communication structure. It allows every member of the group to communicate directly, actively, and equally with every other member. This open arrangement is highly effective for complex problem-solving, fostering group cohesion, and encouraging collaborative democratic decision-making.

**143.** (D) Using vocal variety
An essential component of effective public speaking in agricultural extension is the skilled use of vocal variety. This involves adjusting the pitch, volume, speaking rate, and pausing of the voice to emphasize key points, maintain audience interest, and convey enthusiasm. It prevents a monotonous delivery and significantly enhances overall message comprehension.

**144.** (C) Parents and their unmarried children
In sociological terms, a nuclear family is a basic cohabiting unit typically composed of two parents and their unmarried biological or adopted children. This small-scale domestic structure stands in contrast to extended or joint family networks, which include multiple generations, such as grandparents, uncles, and cousins, living together under one roof.

**145.** (B) Innovativeness
Innovativeness is a key psychological trait describing the degree to which an individual adopts new ideas relatively earlier than other members of their social system. Farmers high in innovativeness are typically adventurous, willing to accept financial and social risks, and highly receptive to scientific information, playing a vital role as early adopters of technology.

**146.** (D) Likert scale
The Likert scale is a highly popular psychological research instrument constructed using the principle of summated ratings. It presents respondents with a series of statements, asking them to indicate their level of agreement or disagreement across a standardized five-point or seven-point range. The individual item scores are then summed to measure overall attitude.

**147.** (A) Working conditions
According to Herzberg's two-factor motivation theory, working conditions are categorized as hygiene factors rather than motivators. While poor working conditions lead to significant job dissatisfaction, improving them merely restores a neutral state of satisfaction. True motivation is driven by intrinsic factors, such as personal growth, recognition, responsibility, and achievements in the workplace.

**148.** (C) Laissez-faire
The laissez-faire leadership style is characterized by a non-interventionist approach where the leader actively abdicates responsibility, avoids decision-making, and provides minimal guidance to group members. Complete freedom is given to the subordinates to set goals and resolve problems, which can lead to low productivity and lack of direction if the group lacks experience.

**149.** (A) Out-of-school rural populations
Extension education is fundamentally a non-formal educational discipline designed to target out-of-school rural populations. It aims to deliver practical, scientific knowledge and technical skills directly to farmers, homemakers, and rural youth in their own environments. This process helps them improve their agricultural productivity, economic status, and overall standard of living voluntarily.

**150.** (A) II
The Marthandam project, established by Spencer Hatch under the YMCA, was a highly participatory, NGO-led community initiative, not a government-run punitive program. The other statements are correct: Sriniketan promoted village self-reliance, the Gurgaon experiment utilized the village guide concept, the Etawah project was led by Albert Mayer, and the Firka scheme targeted Gandhian Gram Swaraj.

**151.** (B) Gram Sabha
The Gram Sabha is the foundation of the Panchayati Raj system, consisting of all registered voters within a village. It serves as a direct democracy forum where local citizens discuss development plans, approve budgets, and hold the Gram Panchayat accountable. This grassroots body ensures community participation and transparency in local self-governance.

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**152.** (C) Self-Help Groups (SHGs)
The National Rural Livelihood Mission aims to reduce poverty by mobilizing poor rural households, particularly women, into self-managed self-help groups. These community-based organizations foster collective strength, facilitate access to financial services, promote self-employment, and build sustainable livelihoods. Through these institutions, members gain social empowerment, financial independence, and improved access to public services and schemes.

**153.** (D) Strengthen, support, and expand the operational reach of the T&V system
The National Agricultural Extension Project was introduced to reinforce and widen the implementation of the Training and Visit extension system across Indian states. It focused on enhancing organizational capabilities, improving research-extension linkages, and providing infrastructural support. By addressing operational gaps, the initiative ensured more systematic dissemination of improved agricultural technologies and practices to farming communities.

**154.** (A) Agricultural Technology Management Agency
The Agricultural Technology Management Agency is a registered society operating at the district level to integrate research and extension activities. This institution is responsible for technology dissemination, participatory planning, and decentralizing agricultural development. By bringing together line departments, research organizations, and farmers, it promotes a demand-driven approach to agricultural growth and modern resource management.

**155.** (B) ATARI (Agricultural Technology Application Research Institute)
The Agricultural Technology Application Research Institute is tasked with coordinating, monitoring, and evaluating the programs of Krishi Vigyan Kendras within its specific zone. This institute serves as a vital link between national research organizations and local technology dissemination units. It guides scientific interventions, compiles performance data, and facilitates technological applications to enhance regional agricultural productivity.

**156.** (B) Coexistence and partnership of multiple public and private providers
Pluralism in agricultural extension involves the active involvement and collaboration of diverse actors, including government departments, non-governmental organizations, private agribusinesses, and farmer cooperatives. This multi-agency approach helps address the varied needs of farmers by offering different services, expertise, and communication channels. It fosters resource sharing, improves delivery efficiency, and reduces reliance on singular public services.

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**157.** (A) Farming System Research & Extension (FSRE)
Farming System Research and Extension is a holistic methodology that analyzes the farm as an integrated system rather than studying individual enterprises in isolation. It examines how crops, livestock, off-farm activities, and family resources interact within specific socio-economic and ecological environments. This diagnostic and participatory approach helps design technologies that fit the actual constraints of smallholders.

**158.** (C) Research, education, and extension
The Agricultural Knowledge and Information System is a framework designed to link agricultural research, educational institutions, and extension services with the farming community. By facilitating mutual communication, information sharing, and collaborative learning, this system ensures that scientific innovations are relevant and quickly adopted. It transforms linear technology transfer into an interactive, multi-directional flow of knowledge.

**159.** (D) Learning rapidly, flexibly, and progressively with the local people
Participatory Rural Appraisal is built on the principle of learning directly from and with rural people in a highly flexible, open-ended, and rapid manner. It shifts the role of external experts from dominant teachers to facilitators of local knowledge. This approach values indigenous wisdom and uses interactive visual tools to analyze community resources and identify development priorities.

**160.** (A) Both A and R are true and R is the correct explanation of A.
On-Farm Testing is a participatory evaluation method carried out directly in farmers' fields to

test the feasibility and adaptability of agricultural innovations. Conducting these tests under actual local farm conditions allows researchers and farmers to observe how technologies perform within specific micro-climates and management levels. This directly justifies why trials must take place outside of controlled laboratory stations.

**161.** (B) Participatory rural appraisal and joint assessment
The Institution-Village Linkage Programme relies on participatory rural appraisal and collaborative diagnostic assessments to identify farm constraints and evaluate technologies. It involves scientists, extension workers, and farmers working together to assess, refine, and adopt agricultural practices. This joint approach ensures that proposed solutions are highly compatible with the socio-economic situations and resources of the target village.

**162.** (D) Direct Income Support
The PM-KISAN scheme represents a direct income support intervention designed to provide financial assistance to eligible farming families across the nation. By transferring cash directly to farmers' bank accounts, it helps them meet agricultural input costs and household expenses. This policy bypasses intermediary steps, ensuring timely financial relief and strengthening the overall economic resilience of rural households.

**163.** (A) Systematic tracking of indicators against key objectives
A Logical Framework Matrix serves as a systematic project planning and management tool that links project goals, outcomes, outputs, and inputs. It explicitly establishes objectively verifiable indicators and means of verification for each level of the project hierarchy. This structured design enables project managers to monitor progress transparently and track whether specific activities are achieving their intended developmental objectives.

**164.** (C) Decoding
Decoding is the cognitive process by which a receiver translates received sensory signals, symbols, or words into a clear mental concept. It determines how effectively the intended message is understood, based on the receiver's knowledge, experience, and background. Successful decoding is essential for achieving high communication fidelity and minimizing misunderstandings between the sender and the receiver.

**165.** (A) Competence
Competence refers to the perceived expertise, knowledge, and skill of a communication source in a particular subject area. When receivers view a speaker as highly competent, they are far more likely to accept the message and adopt the recommended practices. This dimension of source credibility is crucial for establishing trust and influencing agricultural decision-making.

**166.** (D) Semantic or educational barrier
A semantic or educational barrier arises when a receiver cannot comprehend the written or spoken words of a message due to literacy limitations or language difficulties. In agricultural extension, using text-heavy printed materials with illiterate populations prevents effective message reception. This gap necessitates the use of visual, oral, or experiential methods to ensure messages are understood correctly.

**167.** (B) Detailed skill transfer and consensus building among local peers
Group communication channels are highly suited for explaining practical agricultural skills, conducting demonstrations, and resolving local problems collectively. They foster mutual trust, facilitate peer learning, and help build community consensus on adopting new ideas. This method strikes a balance between reaching a reasonable number of farmers and maintaining high-quality interaction, feedback, and social learning.

**168.** (C) Gestures
Vocal delivery in public speaking is concerned with auditory elements, including pitch, volume, rate of speech, and articulation. Gestures, on the other hand, are physical, visual movements of the hands, arms, or body that belong to non-verbal, body-language communication. While vocal delivery shapes how a speech sounds, gestures affect the visual impact and physical presence of the speaker.

**169.** (D) Mores
Mores are deeply ingrained social norms that carry strong moral connotations and are considered essential to the welfare of a society. Violating mores typically results in severe social disapproval, informal punishment, or exclusion from the group. They differ from folkways, which

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are simple customs and habits, by dictating right and wrong behavior with strict community enforcement.

**170.** (A) P-3, Q-1, R-2, S-4
In psychology, perception involves selecting and interpreting sensory inputs to understand the environment. Motivation acts as the internal driving force that prompts individuals to take specific actions. Attitude represents a persistent mental predisposition or evaluation of an object as favorable or unfavorable. Emotion is an affective state or intense feeling that influences cognitive processes and behavioral responses.

**171.** (B) Bipolar adjectives (e.g., Good-Bad)
The Semantic Differential scale is an attitudinal measurement tool that assesses the psychological meaning of concepts using pairs of opposite, bipolar adjectives. Respondents rate their feelings about a subject along a multi-point scale situated between antonyms like positive-negative or active-passive. This technique helps quantify emotional reactions and underlying attitudes toward new agricultural practices or ideas.

**172.** (B) Achievement
Achievement motivation theory posits that entrepreneurs are primarily driven by a strong desire to excel, accomplish challenging goals, and take moderate, calculated risks. They value personal responsibility, seek regular feedback on their performance, and find satisfaction in solving complex problems. This psychological drive is a key determinant of entrepreneurial success and proactive business development in rural communities.

**173.** (A) Highly productive task performance and cooperative goal achievement
The performing stage is the phase in group development where members operate smoothly, collaboratively, and efficiently toward shared goals. By this point, interpersonal conflicts have been resolved, roles are clear, and a high level of mutual trust is established. The group directs its collective energy toward high productivity, problem-solving, and executing tasks with minimal administrative friction.

**174.** (C) Principle of Local Cultural Difference
The principle of local cultural difference recognizes that rural communities possess distinct customs, beliefs, values, and languages. To be effective, extension workers must tailor their educational methods and content to align with these unique cultural traits. Disregarding local traditions can lead to resistance, whereas respecting and adapting to them fosters trust, participation, and technology adoption.

**175.** (D) Andragogy
Andragogy is the art and science of helping adults learn, focusing on their unique characteristics as self-directed, experienced, and goal-oriented learners. It contrasts with pedagogy, which applies to teaching children. In an andragogical model, the educator functions as a facilitator who creates a collaborative environment, values the learners' life experiences, and addresses practical, real-world problems.

**176.** (C) Mahatma Gandhi
The Firka Development scheme was launched in Madras Presidency to promote village self-sufficiency, rural reconstruction, and community development. It was deeply rooted in Gandhian philosophy, which emphasized decentralization, local craftsmanship, khadi industries, and moral regeneration. The scheme aimed to uplift rural communities by mobilizing local labor and encouraging self-reliance in daily life and agricultural production.

**177.** (B) Panchayat Samiti (Block level)
The Balwant Rai Mehta Committee recommended a three-tier Panchayati Raj system to decentralize administrative and developmental authority in rural areas. The committee proposed that the Panchayat Samiti, operating at the block level, should serve as the pivotal executive unit for planning and development. This block-level body bridges the village-level Gram Panchayats and the district-level Zila Parishads.

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**178.** (D) Shifting from individual beneficiary targeting to a group approach (SHGs)
The transition from the Integrated Rural Development Programme to Swarnajayanti Gram Swarozgar Yojana marked a crucial shift in development strategy. Instead of focusing on individual rural beneficiaries in isolation, the new approach emphasized mobilizing the poor into self-help groups. This structural change improved capital management, fostered social solidarity, enhanced bargaining power, and reduced credit risks.

**179.** (A) Subject Matter Specialists (SMS) and Village Extension Workers (VEW)
The Training and Visit system organized agricultural extension around a highly structured hierarchy to ensure a professional flow of information. The operational link relied on Subject Matter Specialists providing continuous technical training, who then updated the Village Extension Workers. These workers made regular, scheduled visits to contact farmers, establishing a systematic link between research and fields.

**180.** (B) Sriniketan → Etawah → CDP → IRDP
The chronological evolution of rural development programs in India began with pre-independence initiatives like the Sriniketan project, initiated in 1921. It was followed by Albert Mayer's Etawah Pilot Project in 1948, which set the template for the nation's Community Development Programme in 1952. Much later, the Integrated Rural Development Programme was launched in 1978.

**181.** (A) To converge different line departments for decentralized extension
The fundamental mandate of the Agricultural Technology Management Agency is to bring about organizational convergence among distinct line departments and research bodies. Operating at the district level, this agency integrates activities across agriculture, animal husbandry, horticulture, and fisheries. This collaborative mechanism facilitates decentralized, bottom-up planning, ensuring extension services remain highly responsive to local farming needs.

**182.** (D) Establishing seed villages
Under the National Mission on Agricultural Extension and Technology, establishing seed villages is a key institutional innovation designed to improve seed availability. This system trains farmers in seed production, processing, and storage within their local areas. By building self-reliance, it ensures a timely supply of high-quality, certified seeds of adapted crop varieties at affordable prices to peers.

**183.** (B) It may neglect resource-poor farmers who cannot pay for services
A major challenge of privatized extension services is their commercial orientation, which often leads to the exclusion of smallholders and resource-poor farmers. Because private providers operate on a fee-for-service basis, they tend to target large-scale, affluent commercial farms that can afford advice. This dynamic leaves vulnerable, marginal farmers without access to crucial technical information and support.

**184.** (C) Groups of farmers with homogeneous farming systems and socio-economic conditions
Within Farming System Research, recommendation domains are defined as groups of farmers who share similar farming systems, resource endowments, and agro-ecological conditions. Identifying these homogeneous groups allows researchers and extension workers to design, test, and disseminate technologies that are highly relevant to their specific situations. This targeting ensures more efficient resource utilization and higher technology adoption rates.

**185.** (D) Agricultural researchers, extension workers, and local farmers
The core objective of the Agricultural Knowledge and Information System is to enhance mutual interaction and feedback among researchers, extension professionals, and farmers. By creating a collaborative system, AKIS ensures that research is driven by actual farm challenges, extension messages are technically sound, and farmers are active participants in innovation. This integration leads to highly effective agricultural development.

**186.** (A) Matrix scoring
Matrix scoring is a quantitative and analytical tool used in participatory technology development to help farmers evaluate and prioritize different technologies, crops, or varieties. By assigning numerical scores or counters to specific criteria, local communities can objectively compare and rank alternatives. This systematic exercise captures local preferences and decision-making priorities in a clear, measurable format.

**187.** (B) The farmer's existing practice (local check)
During On-Farm Testing, newly developed agricultural technologies are evaluated directly alongside the farmer's current practice, which serves as the local check. This direct comparison allows researchers and farmers to assess whether the innovation provides a significant advantage in yield, resource efficiency, or economic returns under actual local conditions. It ensures realistic assessment before wider dissemination occurs.

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**188.** (B) Integrated indigenous cattle development and conservation centers
Under the Rashtriya Gokul Mission, Gokul Grams are established as specialized centers for the scientific conservation and development of indigenous cattle breeds. These centers function as self-sustaining units that promote genetic upgradation, organic farming practices, and waste utilization through biogas production. They help preserve national animal genetic resources while boosting milk productivity and economic returns for dairy farmers.

**189.** (A) Logical Framework Approach
The Logical Framework Approach uses a four-by-four planning matrix that systematically organizes project objectives, indicators, verification sources, and external assumptions. This analytical model provides a structured framework for project design, implementation, and evaluation. It helps stakeholders establish logical linkages between inputs, outputs, outcomes, and broader goals while accounting for external operational risks and environmental factors.

**190.** (A) II, IV, III, I
Berlo's communication model, commonly known as the SMCR model, represents the communication process through four primary components in a specific sequence. This sequence begins with the Source, followed by the Message being transmitted, the Channel through which it travels, and finally the Receiver who decodes it. Understanding this order helps communication professionals analyze and improve each stage of information flow.

**191.** (D) Encoding
Encoding is the cognitive and technical process where a sender converts an internal thought, idea, or intent into transmittable symbols, words, gestures, or visual aids. This step is critical because the chosen symbols must align with the receiver's comprehension capacity. Highly effective encoding ensures the message is clear, well-structured, and optimized for the chosen communication channel.

**192.** (C) Relative Advantage
Relative advantage is the degree to which an innovation or message is perceived as better, more beneficial, or more useful than the existing practice it replaces. In agricultural communication, highlighting this attribute directly addresses the farmer's self-interest, economic returns, and resource efficiency. Messages that clearly demonstrate a high relative advantage are adopted much more rapidly.

**193.** (B) Deeply held social traditions, taboos, and local beliefs
Cultural barriers in rural communication emerge when new information conflicts with deeply rooted local customs, traditional beliefs, social hierarchies, or taboos. These community values shape how messages are interpreted, often leading to resistance if the advice is perceived as inappropriate or disrespectful. Successful extension requires understanding these cultural dynamics to communicate sensitive innovations effectively.

**194.** (D) isolate
In sociometric analysis, an isolate is a group member who receives few or no positive choices or nominations from their peers regarding specific activities or relationships. This position indicates social marginalization, lack of integration, or limited communication links within the group. Identifying isolates helps extension workers understand social dynamics and design interventions to improve group cohesion and communication.

**195.** (A) Adjust the pacing, delivery speed, and tone of the presentation
Feedback allows a public speaker to read the audience's non-verbal reactions, interest levels, and comprehension during a presentation. By observing cues like nodding, expressions, or restlessness, the speaker can immediately adjust their delivery speed, volume, and explanations. This continuous adjustment ensures that the audience remains engaged, interested, and capable of understanding the content.

**196.** (C) Social change
Social change refers to the significant alteration of cultural values, behavioral norms, social institutions, and structural relations within a society over time. It can be driven by technological innovations, economic developments, political policies, or educational interventions. In rural sociology, understanding the mechanics of social change is crucial for successfully introducing new developmental ideas and technologies.

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**197.** (A) Remember information that closely aligns with their pre-existing beliefs
Selective retention is a psychological phenomenon where individuals naturally remember information that reinforces their existing values, beliefs, and attitudes while quickly forgetting conflicting details. This cognitive mechanism helps people maintain internal consistency and avoid discomfort. Extension professionals must present information in ways that connect with, rather than directly clash with, the basic beliefs of learners.

**198.** (D) A cumulative scale or scalogram
The Guttman scale, also termed a cumulative scale or scalogram, is an attitudinal measurement tool designed to establish a one-dimensional, hierarchical order of statements. In this scale, a respondent who agrees with a particular item is highly likely to agree with all preceding, less intense statements. This cumulative design ensures high structural consistency and reliable ranking of psychological attitudes.

**199.** (B) The innate drive toward self-actualization and personal growth
Humanistic theories of personality focus on the positive, constructive aspects of human nature, highlighting an individual's innate potential for growth and self-actualization. This psychological approach values subjective experiences, personal choice, and self-directed development. It suggests that individuals are motivated to fulfill their unique potential when provided with supportive, non-judgmental, and enabling environments.

**200.** (D) A is false but R is true.
Group cohesiveness represents the strength of the bonds linking group members, but it does not guarantee high productivity. If a highly cohesive group develops internal norms that reject external advice, restrict performance, or resist new technologies, productivity can decline. This shows that cohesiveness can sometimes hinder rather than help developmental progress, making the assertion incorrect.

**201.** (D) Educational and developmental approach
The educational and developmental approach in agricultural extension focuses on strengthening the capacity, knowledge, and leadership skills of rural people, particularly youth. Rather than just distributing material inputs, this philosophy aims to empower individuals to solve local problems independently. By fostering self-reliance and community-organizing abilities, it builds sustainable leadership for long-term rural development.

**202.** (A) Organized and systematic, but executed outside the formal school framework
Non-formal education is an organized, systematic educational activity conducted outside the established structure of the formal school system. It is designed to serve identifiable learning groups and address specific learning objectives, such as adult literacy or agricultural skill training. This flexible model adapts to the schedules and practical life needs of participants, facilitating lifelong community learning.

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**203.** (B) Self-help and dual development of the land and the people
The Etawah Pilot Project, initiated by Albert Mayer, operated on the guiding principle of self-help and dual development of land and people. It recognized that agricultural improvement and human development are deeply connected. The project demonstrated that sustainable rural reconstruction requires improving both farming infrastructure and the capacity of local communities to manage resources.

**204.** (B) The permanent agency for executing the Community Development Programme
The National Extension Service was established to provide a permanent administrative framework for implementing community development programs across rural India. It aimed to institutionalize extension services at the block level, ensuring continuous technical and administrative support to farmers. This permanent agency helped transition emergency food production efforts into a structured, nationwide program for integrated rural development.

**205.** (A) It provides a statutory legal guarantee for 100 days of manual employment
MGNREGA differs from earlier public wage employment schemes by establishing a legally binding, statutory guarantee of employment. It guarantees up to one hundred days of unskilled manual work per financial year to every rural household whose adult members volunteer for it. This rights-based approach empowers rural citizens by legally enforcing their right to demand work.

**206.** (C) Monthly or bi-monthly workshops
The Training and Visit system bridged the gap between agricultural research and field extension through regular, structured meetings. These monthly or bi-monthly workshops brought together Subject Matter Specialists and field extension supervisors. They provided an interactive platform for reviewing seasonal farming issues, updating technical recommendations, and planning systematic training programs for village-level workers.

**207.** (D) Learning by doing and teaching by doing
Krishi Vigyan Kendras operate on the hands-on principles of learning by doing and teaching by doing. These district-level vocational centers emphasize practical, experiential learning for farmers, rural youth, and extension personnel. By conducting field demonstrations and skill training directly in agricultural environments, KVKs ensure that scientific technologies are easily understood and readily adopted.

**208.** (C) Participatory inputs from local farmers and block-level planning teams
The Strategic Research and Extension Plan is a key document developed through a highly participatory, bottom-up planning process. It incorporates direct inputs from local farmers, farm-women, and block-level extension teams to identify specific challenges and opportunities. This diagnostic exercise ensures that subsequent research and extension activities are tailored to the unique conditions of each district.

**209.** (B) Increasing pluralism and privatization of extension services
The rise of agri-preneurs reflects the ongoing shifts toward pluralism and privatization within agricultural extension services. As public services decentralize, private enterprises, input dealers, and self-employed consultants step in to provide commercial services. These market-driven professionals offer customized advice, specialized technologies, and marketing solutions, complementing traditional public extension channels.

**210.** (D) P-2, Q-3, R-4, S-1
In Bennett's hierarchy, project activities represent what the program actually delivers. Participants' reactions capture their initial feedback and interest levels. Practice change measures the actual adoption and implementation of new technologies on farms. The socio-economic and environmental consequences (SEEC) evaluate the ultimate long-term impact of the developmental project on the community.

**211.** (A) Agro-Ecosystem Analysis
In Farmers Field Schools, AESA stands for Agro-Ecosystem Analysis, a fundamental participatory tool where farmers observe and analyze the farm environment. This method involves examining crop health, soil conditions, moisture, pest populations, and beneficial insects. By understanding these interactions, farmers learn to make informed, ecological management decisions rather than relying on routine chemical applications.

**212.** (C) Historical timeline or trend analysis
The historical timeline and trend analysis tool in Participatory Rural Appraisal is highly effective for tracking changes in village conditions over decades. It helps local communities document major historical events, shifts in cropping patterns, land use variations, and infrastructure development. This chronological perspective provides valuable insights into how local ecosystems and livelihoods have evolved over time.

**213.** (A) Complex, diverse, and risk-prone micro-farming situations
The Institution-Village Linkage Programme is designed to address the specific needs of complex, diverse, and risk-prone farming environments. It moves away from broad, uniform technology packages to focus on generating location-specific, micro-level agricultural solutions. This targeted research ensures that innovations are highly compatible with the diverse socio-economic and ecological realities of smallholders.

**214.** (C) A direct income support of ₹ 6,000 per year
Under the PM-KISAN scheme, eligible farmer families receive a direct income support of six thousand rupees per year. This financial assistance is paid in three equal installments of two thousand rupees, transferred electronically directly into their bank accounts. This support helps farmers manage cost requirements for inputs during crucial cropping seasons.

**215.** (B) External assumptions and risks
In Logical Framework terminology, external assumptions and risks are factors outside the

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direct control of project managers that can significantly influence success. These elements represent real-world conditions, such as policy shifts, market price fluctuations, or weather patterns. Clearly identifying these assumptions during the project planning phase helps managers monitor risks and adjust project activities proactively.

**216.** (C) Engineering and mathematical theories of signal transmission
The concept of noise in the Shannon-Weaver communication model originated in mathematical and engineering studies of telecommunications and signal transmission. It was developed to analyze physical static and signal loss in telephone and radio lines. Over time, communication scholars expanded this term to include semantic, psychological, and environmental disruptions that distort messages.

**217.** (D) Decrease due to higher probability of decoding errors by the receiver
Message fidelity refers to how accurately a message is shared and understood between sender and receiver. When a message is highly complex, its fidelity is likely to decrease because the complexity increases the chance of decoding errors. It is essential to keep educational messages simple, clear, and structured to maintain high communication fidelity.

**218.** (A) Low source credibility and high heterophily
This communication barrier occurs when there is high heterophily, meaning the speaker and receiver are very different in age, background, or social status. These differences can lead to low source credibility, causing the farmer to doubt the relevance or accuracy of the advice. Building rapport and finding common ground are key to overcoming these barriers.

**219.** (B) Interpersonal attractions and rejections
A sociogram is a visual diagram used in sociometry to map interpersonal relationships, preferences, attractions, and rejections within a group. It displays patterns of social integration, identifying influential leaders, closely knit cliques, and isolated individuals. This visual tool helps extension workers analyze social networks and select key local leaders to lead technology adoption programs.

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**220.** (A) Awareness → Interest → Evaluation → Trial → Adoption
The classic technology adoption process follows a five-step psychological sequence. First, the individual gains basic awareness of the innovation, which sparks their active interest. They then evaluate the suitability of the technology for their farm, followed by a small-scale practical trial. If the trial yields positive results, they make the final decision to adopt.

**221.** (A) Rural social structure is fundamentally characterized by:
Rural social structure is built on primary group relationships, close family networks, and strong community ties. Unlike urban settings, rural life features personal, face-to-face interactions where social norms are maintained through informal community pressure. Understanding these kinship networks is essential for extension workers, as community trust significantly shapes how local residents adopt new ideas and technologies.

**222.** (C) Leon Festinger
The term cognitive dissonance was introduced by psychologist Leon Festinger to describe the mental discomfort felt when holding conflicting beliefs, values, or ideas. It also occurs when new information contradicts long-held views. In agricultural extension, when farmers learn that a traditional farming method is inefficient, this dissonance can drive them to adopt better practices to restore mental balance.

**223.** (D) Attitude
An attitude is a learned, persistent mental predisposition to evaluate a person, object, or concept as favorable or unfavorable. It shapes how an individual thinks, feels, and ultimately behaves toward an innovation. In extension education, understanding and positively changing farmers' attitudes is a critical step that must happen before they will willingly adopt new technologies.

**224.** (C) Basic physiological needs
In Maslow's hierarchy of needs, survival requirements like food, water, sleep, and shelter are classified as basic physiological needs. These biological needs form the foundation of the motivational pyramid and must be reasonably met before higher-level safety, social, or esteem needs can motivate behavior. Recognizing these

basic priorities is essential for planning relevant rural development programs.

**225.** (B) Autocratic leadership
An autocratic leadership style is characterized by centralized authority, top-down decision-making, and strict enforcement of rules with minimal group input. The leader retains absolute control over activities, procedures, and tasks. While this approach can be highly efficient in emergency situations, it often limits group initiative, creativity, and long-term self-reliance in developmental programs.

**226.** (D) Principle of the whole-family approach
The principle of the whole-family approach emphasizes that agricultural extension and rural development must actively engage all family members, including men, women, and youth. Since farming is typically a collaborative family enterprise, decisions are rarely made in isolation. Involving the entire household ensures that training is relevant to those performing specific tasks, leading to better outcomes.

**227.** (A) Spontaneous and lifelong
Informal education is a lifelong, unstructured learning process where individuals gain knowledge, skills, and values from daily experiences. This spontaneous education happens outside classrooms through interactions with family, neighbors, media, and work environments. Unlike formal schooling, it lacks rigid curricula, exams, or certifications, serving as a continuous way people adapt to their environments.

**228.** (C) YMCA (Young Men's Christian Association)
The Marthandam project, led by Spencer Hatch in Travancore, used the Young Men's Christian Association as its primary institutional hub to drive rural development. The initiative focused on three pillars: spiritual, physical, and mental development, along with economic and social progress. It successfully introduced self-help programs, agricultural improvements, and cottage industries to build local community resilience.

**229.** (C) 73rd Amendment Act
The Seventy-Third Constitutional Amendment Act of 1992 institutionalized the Panchayati Raj system in India, giving it constitutional status. This historic legislation established a uniform three-tier system of local self-governance across states, mandated regular elections, and reserved seats for marginalized groups and women. It empowered rural communities by legally decentralizing developmental and administrative functions.

**230.** (A) I, II, III
The chronological development of communication models began in ancient times with Aristotle's classic rhetorical model, which focused on the speaker and audience. Centuries later, in 1949, Claude Shannon and Warren Weaver introduced their mathematical, technical signal transmission model. Finally, David Berlo developed his influential Source-Message-Channel-Receiver (SMCR) model in 1960, adding sociological and behavioral elements.

**231.** (B) Alleviate poverty through self-employment and skilled wage opportunities
The National Rural Livelihood Mission is designed to reduce poverty among rural households by building sustainable community institutions. It focuses on organizing poor families into self-help groups, enhancing their skills, and improving their access to financial services. This support enables them to pursue self-employment and wage opportunities, helping families build reliable livelihoods.

**232.** (C) Heavy financial burden due to high recurring operational and staff costs
A major limitation of the Training and Visit system was its high cost, driven by the need for a large, dedicated staff and intensive travel. As international funding support declined, many state governments found it difficult to cover these recurring operational and personnel expenses. This financial challenge ultimately led to a transition toward more cost-effective, decentralized models.

**233.** (D) The Indian Council of Agricultural Research (ICAR)
Krishi Vigyan Kendras are fully funded by the Indian Council of Agricultural Research, which is the national apex body for coordinating agricultural research and education. This direct central funding ensures that KVKs across different states maintain uniform operational guidelines, technical standards, and resource allocations. It enables these local vocational centers to deliver high-quality technology assessments and training.

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**234.** (A) Extension functionaries and village-level farmers
Under the Agricultural Technology Management Agency framework, the Farmer Friend is a key local contact who bridges the gap between professional extension staff and village farmers. These individuals are progressive local farmers who receive training to share information, identify farm issues, and mobilize peers for extension programs. This peer-led approach improves communication trust and technology adoption.

**235.** (B) Private companies offering paid soil testing and advisory services
Privatization in extension is illustrated when private firms, cooperatives, or individual consultants provide agricultural advice and technical services on a commercial, fee-paying basis. These commercial services, such as paid soil tests or specialized crop advice, shift extension from a free public resource to a market-driven service. This model ensures highly customized support tailored to specific farmers' needs.

**236.** (B) Implementing joint diagnostic surveys and local participatory planning
The connection between researchers, extension workers, and farmers is best improved through collaborative field activities like joint diagnostic surveys and participatory planning. These activities bring scientists and extension staff directly to farms to analyze local challenges alongside farmers. This shared approach ensures that research is relevant to actual farm problems and that new solutions are quickly adopted.

**237.** (A) Knowledge generation and sharing is synergistic among multiple actors
The Agricultural Knowledge and Information System framework demonstrates that creating and sharing knowledge is a collaborative process involving researchers, educators, extension staff, and farmers. Instead of a simple top-down flow of information, AKIS emphasizes mutual feedback and joint learning. This collaborative approach combines scientific research with practical farming experience, leading to more practical agricultural innovations.

**238.** (C) Institutional relationships and their perceived importance
In Participatory Rural Appraisal, a Venn or Chapati diagram is used to analyze institutional relationships and their perceived importance to the local community. Circles of different sizes represent various organizations, while the distance between them shows their accessibility and closeness to the village. This visual tool helps communities evaluate local services and identify areas where cooperation can be improved.

**239.** (D) Demonstrate the production potential of newly released technologies in farmers' fields
Front Line Demonstrations are designed to show the production potential of newly released agricultural technologies directly in farmers' fields. These demonstrations are organized under the close supervision of scientists from KVKs and research institutes. They provide direct, visual evidence of yield benefits, helping farmers and local extension staff quickly learn about and adopt new crop varieties and practices.

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**240.** (C) Increase public investment in agriculture and allied sectors
The Rashtriya Krishi Vikas Yojana was introduced to encourage Indian states to increase their public financial investment in agriculture and allied sectors. By offering flexible financial assistance, the scheme allowed states to design and implement localized agricultural development plans. This policy aimed to boost sectoral growth rates, improve farming infrastructure, and make regional agricultural planning more decentralized and effective.

**241.** (B) Objectively Verifiable Indicators
In the Logical Framework Approach, indicators must be Objectively Verifiable Indicators, which establish clear, measurable targets for tracking project progress. These indicators define the expected quantity, quality, and timing of results in a way that independent observers can verify using reliable evidence. Using OVIs keeps project monitoring objective, transparent, and focused on clear results.

**242.** (D) Communication skills, attitudes, knowledge, and social systems
In Berlo's SMCR model, the effectiveness of communication is determined by key factors that influence both the source and the receiver. These include their communication skills, attitudes, knowledge levels, social systems, and cultural backgrounds. Aligning these elements between the sender and receiver makes decoding easier,

reduces misunderstandings, and significantly improves the overall quality of communication.

**243.** (A) Message fidelity due to semantic barriers
Presenting highly technical or scientific terms to illiterate farmers creates a significant semantic barrier that disrupts the communication process. This language mismatch makes it difficult for the receiver to decode the message accurately, resulting in poor message fidelity. To ensure successful communication, extension workers must translate scientific concepts into simple, clear, and locally understood terms.

**244.** (C) Cognitive dissonance
This psychological barrier is rooted in cognitive dissonance, which is the mental discomfort felt when new ideas conflict with existing beliefs and traditional practices. When a recommended technology challenges long-held cultural views, farmers may reject the advice to avoid this uncomfortable mental conflict. Overcoming this requires sensitive, gradual extension approaches that build trust and demonstrate benefits.

**245.** (A) Controls the flow of information to others in the network
In social network analysis, a gatekeeper is an individual who controls, filters, and manages the flow of information between different parts of a communication network. By deciding which messages to share, block, or modify, they significantly shape community opinions and knowledge. Identifying and working with gatekeepers is essential for successfully sharing new agricultural practices.

**246.** (D) Emotional appeal to the audience
In classical rhetoric, pathos refers to the use of emotional appeal to connect with and persuade an audience. While logos represents logical facts and ethos represents speaker credibility, pathos focuses on tapping into the values, hopes, and feelings of the listeners. Combining emotional connection with solid evidence makes public presentations far more memorable and persuasive.

**247.** (B) Joint family and village community
Traditionally, the joint family and the close-knit village community form the core social structure of rural India. These institutions shape individual behavior, manage agricultural land, and maintain social norms through shared values and peer pressure. Understanding these family and community dynamics is essential for extension workers, as agricultural decisions are often made collectively rather than individually.

**248.** (C) Socialization
Socialization is the lifelong social process through which individuals learn, adopt, and internalize the values, norms, behaviors, and skills of their society. This learning enables them to function effectively within their community. In rural areas, socialization shapes how younger generations learn farming practices, respect community hierarchies, and respond to developmental initiatives.

**249.** (D) Apathy
Apathy is an emotional state of indifference, lack of interest, and absence of enthusiasm, which acts as a major barrier to learning and change. Unlike curiosity or eagerness, which motivate farmers to explore new ideas, apathy prevents them from participating in developmental programs. Extension workers must use engaging, interactive, and relevant methods to overcome community apathy.

**250.** (A) Thurstone scale
The Thurstone scale, also known as the method of equal-appearing intervals, is an attitudinal measurement technique where judges sort a large pool of statements into eleven piles. These piles represent a graduation from highly unfavorable to highly favorable attitudes toward a subject. This systematic sorting process helps assign scale values to statements, ensuring reliable attitudinal measurement.

**251.** (B) Intrinsic job factors such as achievement and recognition
Herzberg's two-factor theory posits that genuine, long-term motivation is driven by intrinsic factors, such as personal achievement, recognition, responsibility, and growth. While external hygiene factors like salary and working conditions prevent dissatisfaction, they do not inspire high performance. In extension work, designing programs that offer farmers recognition and a sense of achievement promotes lasting practice change.

**252.** (B) Developing cohesion, trust, and shared rules
The norming stage of group dynamics is characterized by the development of cohesion,

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mutual trust, and shared rules of behavior among members. During this phase, early conflicts are resolved, roles become clearer, and a sense of group identity emerges. This stability prepares the group to work together productively and focus on achieving their common goals.

**253.** (A) Principle of a comprehensive and holistic approach
The principle of a comprehensive and holistic approach highlights that rural development must address all aspects of rural life, including agriculture, health, education, and social welfare. Because these areas are closely connected, progress in farming often depends on improvements in health and literacy. This integrated approach ensures well-rounded and sustainable development for rural communities.

**254.** (C) Information and Communication Technology (ICT) and mediated teaching
Distance education is an educational format that allows learning to happen without physical classroom attendance, relying heavily on information and communication technology. It uses digital media, online platforms, radio, and television to bridge the physical gap between teachers and learners. This flexible model is highly effective for sharing modern agricultural practices with distant farming communities.

**255.** (D) Magic lanterns, dramas, and village guides
The Gurgaon experiment, initiated by F.L. Brayne in 1920, used creative channels like magic lanterns, local dramas, educational songs, and trained village guides to raise community awareness. These engaging, visual, and performance-based methods made complex ideas about health, farming, and education easy for rural communities to understand, paving the way for early rural development strategies.

**256.** (C) Promoting an integrated approach to rural community development
The Community Development Programme, launched in 1952, was designed to foster an integrated, comprehensive approach to rural community development. It focused on improving multiple sectors, including agriculture, primary education, rural health, transport, and local crafts. By encouraging community participation and self-reliance, the program aimed to improve the overall quality of life in rural areas.

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**257.** (B) Panchayat Samiti (Block level)
The Panchayat Samiti is the intermediate tier of the Panchayati Raj system, operating at the block level. It serves as a vital administrative link, translating district plans into local actions while coordinating the efforts of village-level Gram Panchayats. This body plays a key role in managing local development funds and executing regional agricultural projects.

**258.** (D) IRDP
Swarnajayanti Gram Swarozgar Yojana was launched in 1999 to address the limitations of the Integrated Rural Development Programme. While the earlier program focused on giving loans to individual beneficiaries, SGSY shifted to a collective, group-based approach using Self-Help Groups. This change improved financial discipline, built social support, and made rural micro-enterprises far more sustainable.

**259.** (A) To train Village Extension Workers and provide technical backstopping
Under the Training and Visit system, the Subject Matter Specialist played a key technical role by bridging research and field application. They were responsible for training Village Extension Workers during regular workshops, simplifying complex research findings, and solving technical problems. This support ensured that field workers could deliver accurate, timely, and practical advice to farmers.

**260.** (A) Governing Board
The Governing Board of the Agricultural Technology Management Agency is the apex district-level body responsible for key policy decisions and project approvals. It reviews and approves the Strategic Research and Extension Plan, ensuring agricultural programs match local priorities. This board brings together district heads, research scientists, and farmer representatives to guide regional development.

**261.** (A) Sub-Mission on Agricultural Extension
Under the National Mission on Agricultural Extension and Technology, SMAE stands for the Sub-Mission on Agricultural Extension. This component focuses on making extension services more farmer-driven, decentralized, and interactive through institutional reforms. It supports digital services, farm-level demonstrations, and capacity building to ensure that modern farming practices

reach small and marginal farmers across the country.

**262.** (D) Flexibility, close community rapport, and bottom-up approach
A major benefit of involving non-governmental organizations in pluralistic extension is their operational flexibility, strong community relationships, and focus on bottom-up development. Free from rigid bureaucratic rules, NGOs can adapt quickly to local needs and test creative solutions. Their close contact with rural families helps build trust, making it easier to share new agricultural practices.

**263.** (B) Prioritizing risk minimization and household food security
Farming System Research highlights that small and marginal farmers often prioritize reducing risks and securing household food supply over maximizing raw yields. Because they have limited resources, these farmers prefer stable, diversified farming methods that protect them from climate and market fluctuations. This understanding helps researchers design practical, low-risk technologies that fit actual farm situations.

**264.** (C) Human resource development for research and extension systems
Within the Agricultural Knowledge and Information System framework, education focuses on developing skilled human resources for research and extension organizations. This includes training scientists, extension officers, and field workers through agricultural universities and specialized centers. Building these professional capacities ensures that agricultural institutions can develop and share effective innovations with farming communities.

**265.** (D) Triangulating data by cross-checking multiple sources and methods
A core feature of Participatory Rural Appraisal is the triangulation of data, which involves cross-checking information using multiple sources, methods, and viewpoints. This approach avoids relying on a single data point, reducing bias and ensuring a more accurate picture of village life. By combining different tools, researchers can verify local findings and make better decisions.

**266.** (A) A technology assessment and refinement tool
On-Farm Testing is primarily a technology assessment and refinement tool, designed to evaluate and adapt new innovations under actual local conditions. In contrast, Front Line Demonstrations focus on showing the established potential of fully proven technologies to encourage wider adoption. OFT acts as a diagnostic step, ensuring that research solutions are reliable before being promoted.

**267.** (B) Crop Cutting Experiments (CCEs) and remote sensing technology
The PMFBY assesses agricultural losses using a scientific combination of traditional Crop Cutting Experiments and modern remote sensing technology. This dual approach ensures objective, transparent, and accurate yield measurements across designated insurance areas. By combining ground-level field trials with satellite imaging, the system speeds up claims processing, providing timely financial relief to affected farmers.

**268.** (B) Reaction and participation levels of the target audience
In Bennett's hierarchy of evaluation, tracking the number of farmers attending a training session measures the level of community participation and engagement. This metric indicates how well the program attracted its target audience, representing an early milestone in project implementation. It serves as a necessary step before assessing changes in knowledge, skills, or actual farm practices.

**269.** (A) Allow the sender to evaluate message effectiveness and make adjustments
Feedback is a key component of communication, allowing the sender to see how well their message was received and understood. By monitoring these responses, the communicator can clear up misunderstandings, adjust their delivery, and improve the clarity of future messages. This two-way flow of information is essential for ensuring successful and effective learning.

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**270.** (C) Increase the persuasive impact of the message
A highly credible communication source, valued for their expertise and honesty, significantly increases the persuasive impact of their message. When receivers trust the speaker, they show less resistance and are far more willing to adopt recommended practices. This credibility is a key factor in successful agricultural extension and technology adoption programs.

**271.** (D) Physical environmental barrier
Physical distance between a speaker and the audience functions as a physical environmental barrier that can disrupt the communication process. Large distances can make it difficult for listeners to hear clearly or see non-verbal gestures, which reduces their engagement and focus. To keep communication effective, speakers must use appropriate seating layouts and sound amplification.

**272.** (C) clique
In sociometry, a clique is a small, highly interconnected subgroup of individuals who interact more with each other than with people outside their group. While these cliques show strong internal friendship and loyalty, they can sometimes slow down the spread of new information to the wider community. Extension workers must identify these subgroups to improve overall village communication.

**273.** (B) Body language and gestures
Kinesics is the study of non-verbal communication through body movements, gestures, posture, facial expressions, and eye contact. These physical cues play a key role in public speaking by reinforcing spoken messages and conveying confidence and warmth. Understanding kinesics helps extension workers align their physical expressions with their verbal messages to build trust with audiences.

**274.** (D) Sociological or cultural constraint
This resistance is an example of a sociological or cultural constraint, where deeply rooted local beliefs, values, or traditions prevent the adoption of a new practice. In some rural areas, religious or social rules may discourage activities like poultry farming. To address these barriers, extension programs must design solutions that respect and adapt to local cultural practices.

**275.** (A) Perceptual defense
Perceptual defense is a psychological mechanism where individuals avoid, ignore, or distort information that feels threatening or unpleasant. This defense mechanism helps people protect their existing beliefs and avoid cognitive discomfort. To share challenging ideas successfully, extension workers must present information in encouraging, non-threatening ways that help farmers see the practical benefits of change.

**276.** (C) How an individual actually behaves or intends to behave toward an object
The behavioral component of an attitude represents an individual's intention or actual pattern of behavior toward a person, object, or concept. While cognitive aspects involve factual beliefs and affective aspects involve emotional feelings, the behavioral part drives action. In agricultural extension, helping farmers develop a positive behavioral intention is key to successful technology adoption.

**277.** (A) Influence and control others
According to McClelland's theory of needs, individuals with a high need for power are motivated to influence, guide, and control their social environment. They seek positions of leadership, value status and authority, and work to direct group decisions. Recognizing this drive helps extension workers identify and collaborate with influential local leaders to guide community programs.

**278.** (D) Two or more interacting individuals with a common purpose or identity
A group is characterized by two or more individuals who interact with each other, share a common purpose, and feel a sense of collective identity. Unlike a simple gathering of strangers, members of a group coordinate their actions to achieve shared goals. This mutual connection makes groups highly effective for cooperative agricultural activities and shared learning.

**279.** (B) Multipurpose Village Level Workers (VLWs)
The Etawah Pilot Project, launched by Albert Mayer in 1948, was uniquely distinguished by introducing the concept of the multipurpose Village Level Worker. This innovation replaced single-purpose administrative staff with a single, trained local contact who helped villagers address multiple needs, including farming, health, and sanitation. This approach became the foundation for India's community development programs.

**280.** (A) Both A and R are true and R is the correct explanation of A.
The MGNREGA program has a direct, positive impact on agricultural wage rates across rural areas. By establishing a legally guaranteed alternative source of employment at a set public wage, the scheme increases the bargaining power of local laborers. This alternative option forces agricultural employers to offer competitive

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wages, directly explaining the rising wage rates in rural markets.

**281.** (D) Top-down, uniform extension to bottom-up, location-specific extension
Moving from the T&V system to ATMA represents a key shift from top-down, uniform extension planning to a decentralized, bottom-up approach. While T&V relied on pre-planned crop messages, ATMA uses participatory planning to design location-specific solutions. This shift ensures that agricultural programs are more flexible, market-driven, and closely matched to the diverse needs of local farmers.

**282.** (A) Participatory Technology Development and evaluation
The Institutional Village Linkage Programme is a primary example of participatory technology development and evaluation. It links research scientists directly with farmers to evaluate, refine, and adapt agricultural solutions in real farm environments. This hands-on, collaborative approach ensures that new technologies are practical, resource-efficient, and well-suited to the actual socio-economic conditions of the target villages.

**283.** (B) Inductive and experiential
In Farmers Field Schools, learning is fundamentally inductive and experiential, emphasizing hands-on observation in real field settings. Instead of listening to classroom lectures, farmers learn by observing crops, identifying pests, and analyzing farm ecosystems. This practical, discovery-based approach helps participants build critical problem-solving skills, enabling them to make independent and sustainable farm management decisions.

**284.** (B) Daily activity clock or household routine diagram
The daily activity clock or household routine diagram is the most effective Participatory Rural Appraisal tool for analyzing daily workloads. This visual exercise helps community members map out their daily routines and identify who performs specific tasks throughout the day. It provides valuable, gender-focused insights into labor distribution, assisting extension planners in scheduling programs appropriately.

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**285.** (A) The direct supervision of agricultural scientists on farmers' fields
Front Line Demonstrations are designed to show the potential of newly developed agricultural technologies directly on farmers' fields. These field trials are conducted under the close supervision and guidance of agricultural scientists from KVKs and research institutes. This setup ensures that recommended practices are followed correctly, providing clear proof of yield benefits to local farming communities.

**286.** (C) Direct Benefit Transfer (DBT) electronically into bank accounts
The financial benefits of the PM-KISAN scheme are sent to farmers using the Direct Benefit Transfer system. This electronic process transfers funds directly from the government into the verified bank accounts of eligible farming families. This digital approach eliminates intermediaries, prevents administrative delays, and ensures that financial support reaches beneficiaries quickly and transparently.

**287.** (D) Means of Verification
In the Logical Framework Approach, the means of verification column identifies the specific data sources and methods used to measure project indicators. This section specifies where information can be found, such as survey reports, project records, or official statistics. Defining these sources ensures that project progress can be tracked objectively, transparently, and consistently by managers.

**288.** (C) Message Treatment
In Berlo's SMCR model, message treatment refers to the specific way a message is styled, structured, and presented to the receiver. It involves choosing appropriate codes, arranging content logically, and selecting tone and symbols that match the audience's background. Proper message treatment is essential for keeping receivers engaged, improving clarity, and ensuring successful communication outcomes.

**289.** (B) Subject matter competence and trustworthiness
In agricultural extension, a communicator's credibility depends heavily on their technical expertise and trustworthiness. Farmers are far more likely to accept and adopt recommendations when they view the extension worker as knowledgeable and honest. Building

this professional trust is essential for overcoming skepticism and encouraging the adoption of new farming practices.

**290.** (D) Use empathy and understand the farmer's frame of reference
Overcoming psychological barriers in communication requires extension workers to use empathy and understand the farmer's point of view. By recognizing the farmer's fears, beliefs, and past experiences, the communicator can present information in a supportive, respectful way. This empathetic approach reduces resistance, builds mutual trust, and encourages a positive attitude toward new technologies.

**291.** (A) One-to-many transmission with delayed or minimal feedback
A mass communication network is characterized by one-to-many information transmission, sharing messages with large, geographically spread audiences simultaneously. Because it uses media like radio, television, or print, feedback from receivers is typically delayed or minimal. While highly efficient for raising broad public awareness, this channel is less suited for teaching complex, hands-on farming skills.

**292.** (C) The pitch, tone, rate, and volume of the voice
Vocalics, also known as paralanguage, refers to the non-verbal elements of the voice that accompany spoken words, including pitch, tone, rate, and volume. These vocal features shape how a message is interpreted, helping to convey emotion, confidence, and emphasis. Using appropriate paralinguistic skills helps public speakers keep their audience engaged and make presentations far more memorable.

**293.** (A) The hierarchical arrangement of individuals into social classes or castes
Social stratification in rural sociology refers to the division of community members into hierarchical social classes, castes, or status levels. This social structure determines access to valuable resources, land, influence, and educational opportunities. Understanding these local hierarchies is essential for extension planners, as social positions significantly shape how different groups participate in development programs.

**294.** (D) Perception and awareness
In the psychological process of technology adoption, a farmer's first step upon learning about a new crop variety is perception and awareness. During this initial phase, they simply learn that the technology exists but lack detailed information about its benefits or requirements. This basic awareness is the necessary starting point that can later spark deeper interest and evaluation.

**295.** (B) Agreement or disagreement with a series of statements
A Likert scale is a popular attitudinal measurement tool that asks respondents to rate their level of agreement or disagreement with various statements. Typically using a five-point or seven-point scale ranging from strongly agree to strongly disagree, it helps quantify the intensity of feelings toward a subject. This method is widely used to evaluate farmers' attitudes.

**296.** (C) Sigmund Freud
The Psychoanalytic theory of personality was developed by Sigmund Freud, emphasizing the powerful role of the unconscious mind, early childhood experiences, and instinctual drives in shaping behavior. This theory suggests that personality is formed through the dynamic interactions of the id, ego, and superego. It remains a foundational concept in psychology, explaining underlying motivations and behavioral patterns.

**297.** (B) Storming
The storming stage is the phase in group development characterized by interpersonal conflict, competition for roles, and disagreements over goals. During this step, members express different opinions and test the boundaries of leadership. Working through these conflicts is a necessary part of the group's growth, helping members build the trust needed to establish shared rules.

**298.** (A) Programs continuously assess progress and outcomes to make improvements
The principle of evaluation in extension education ensures that programs continuously measure their progress, methods, and outcomes against original goals. This ongoing assessment helps identify successes, analyze shortcomings, and make necessary adjustments during

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implementation. Systematic evaluation ensures that extension activities remain highly effective, resource-efficient, and closely aligned with the changing needs of communities.

**299.** (B) Facilitate lifelong learning and practical skill upgradation
The primary goal of adult continuing education is to support lifelong learning and help individuals upgrade their practical skills over time. This format is designed for adult learners who need to adapt to new technologies, economic changes, and personal interests. By offering flexible, real-world training, it helps rural communities build self-reliance and improve their livelihoods.

**300.** (B) Holistic, participatory, and self-help approaches to development
The primary legacy of early pre-independence rural development projects, such as Marthandam and Sriniketan, was demonstrating the value of holistic, participatory, and self-help approaches. These pioneering initiatives showed that sustainable rural reconstruction requires active community participation, economic self-reliance, and integrated development. This philosophy laid the groundwork for India's modern community development and extension systems.

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# CHAPTER 02

# Extension Methods and Agricultural Journalism

2023
**1.** Which concept specifically refers to self-determined learning where learners are highly autonomous?
(A) Pedagogy
(B) Andragogy
(C) Demagogy
(D) Heutagogy

2008
**2.** Which of the following is a fundamental assumption of andragogy?
(A) Learners are entirely dependent on the instructor
(B) Learning is primarily subject-centered
(C) Internal motivation drives learning
(D) Prior experience is of little relevance

2002
**3.** In agricultural extension, pedagogy is most suitably applied to which target group?
(A) Experienced commercial crop farmers
(B) School children in rural youth clubs
(C) Adult women in local self-help groups
(D) Retired agricultural research scientists

2015
**4.** Identify the INCORRECT statement regarding heutagogy in agricultural contexts.
(A) It relies on double-loop learning
(B) The learner defines both what and how to learn
(C) It is highly applicable to digital farming forums
(D) It emphasizes linear and rigid curriculum

2013
**5.** The shift from pedagogy to andragogy primarily involves a transition from:
(A) subject-centered to problem-centered learning
(B) directive teaching to collaborative facilitation
(C) intrinsic to extrinsic motivation
(D) active learning to passive participation

2006
**6.** Which psychological foundation emphasizes learning through observable responses to environmental stimuli?
(A) Cognitivism
(B) Constructivism
(C) Behaviorism
(D) Humanism

2016
**7.** According to constructivism, how is knowledge primarily acquired?
(A) Actively built through experiences
(B) Passively absorbed from external experts
(C) Inherited through genetic predispositions
(D) Acquired through repetitive rote drilling

2019
**8.** In cognitivism, the human mind is often compared to which system?
(A) A simple mechanical recording device
(B) A completely blank slate
(C) A highly connected social network
(D) An active information processor

2021
**9.** Which behaviorist concept involves reinforcing successive approximations of a desired behavior?
(A) Extinction
(B) Shaping
(C) Assimilation
(D) Accommodation

2016
**10.** Consider the following statements about learning theories in extension:
I. Behaviorism focuses on internal mental processes.
II. Constructivism encourages farmers to integrate new practices with traditional knowledge.
III. Cognitivism ignores memory and problem-solving.
Which of the above statements is/are correct?
(A) I and II

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(B) II
(C) I and III
(D) III

2017

**11.** Which of the following is an intrinsic factor influencing a farmer's adoption behavior?
(A) Government subsidies
(B) Market prices
(C) Infrastructure availability
(D) Personal risk tolerance

2012

**12.** Extrinsic motivation in rural extension is best exemplified by which of the following?
(A) Cash rewards for adopting new practices
(B) A farmer's personal desire for mastery
(C) A strong sense of duty to the community
(D) Personal enjoyment of daily agricultural work

2015

**13.** Which cognitive process allows a farmer to select and interpret sensory information from the environment?
(A) Habituation
(B) Perception
(C) Extinction
(D) Assimilation

2009

**14.** An extension agent noticing that farmers ignore advice due to past failures is observing the effect of:
(A) Immediate positive reinforcement
(B) Prior experience on perception
(C) Gradual selective retention
(D) Autonomous self-directed learning

2004

**15.** Consider the following statements about factors influencing behavior:
I. Motivation can only be intrinsic.
II. Peer pressure is an extrinsic factor.
III. Perception is identical for all farmers in a village.
IV. Adoption rates depend on both intrinsic and extrinsic elements.
Which of the above statements is/are INCORRECT?
(A) I, II and IV
(B) I and III
(C) II, III and IV
(D) I, III and IV

2022

**16.** In Bloom's Taxonomy, the cognitive domain deals primarily with which aspect?
(A) Development of complex motor skills
(B) Growth in feelings, values, and attitudes
(C) Intellectual skills and knowledge acquisition
(D) Physical coordination and movement

2023

**17.** Which behavioral verb represents the highest level in the revised Bloom's cognitive taxonomy?
(A) Remember
(B) Analyze
(C) Evaluate
(D) Create

2002

**18.** The affective domain of Bloom's Taxonomy is most concerned with:
(A) Fine manual and physical dexterity
(B) Actively recalling scientific facts
(C) Personal attitudes and values
(D) Executing complex computations

2008

**19.** If a farmer successfully calibrates a new sprayer after instruction, which domain of learning is primarily demonstrated?
(A) Cognitive
(B) Psychomotor
(C) Affective
(D) Social

2024

**20.** Consider the following statements about Bloom's Taxonomy:
I. It contains only two domains.
II. The psychomotor domain involves physical skills.
III. 'Understand' is a lower cognitive level than 'Apply'.
IV. The affective domain includes receiving and responding.
V. It is entirely irrelevant to adult learning.
Which of the above statements is/are correct?
(A) I, II, III and V
(B) II, III and IV
(C) II, III, IV and V
(D) I, III and V

2019

**21.** Which level of the affective domain involves consistently acting according to a newly adopted value?
(A) Characterization
(B) Receiving information

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(C) Responding actively
(D) Valuing concepts

2015
**22.** In operant conditioning, removing an unpleasant stimulus to increase the frequency of a behavior is termed:
(A) Positive reinforcement
(B) Positive punishment
(C) Negative reinforcement
(D) Negative punishment

2021
**23.** Who is the primary theorist behind Social Learning Theory?
(A) Albert Bandura
(B) B.F. Skinner
(C) Jean Piaget
(D) John B. Watson

2009
**24.** According to Social Learning Theory, learning through observing the successes and failures of peers is known as:
(A) Latent learning
(B) Classical conditioning
(C) Operant extinction
(D) Vicarious learning

2017
**25.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Social learning theory is highly effective in agricultural extension.
**Reason (R) :** Farmers often adopt new practices by observing the results achieved by progressive peers.
In light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2024
**26.** In cognitive learning, what is the primary role of the extension worker?
(A) Directly controlling physical behaviors through reinforcement
(B) Creating a system of extrinsic rewards and punishments
(C) Structuring information for mental processing
(D) Allowing the learner to explore without any structured guidance

2013
**27.** Which stage of Kolb's Experiential Learning Cycle involves doing or having an experience?
(A) Reflective Observation
(B) Abstract Conceptualization
(C) Active Experimentation
(D) Concrete Experience

2014
**28.** In Kolb's Experiential Learning Cycle, analyzing the experience to understand what happened occurs in which stage?
(A) Reflective Observation
(B) Concrete Experience
(C) Abstract Conceptualization
(D) Active Experimentation

2017
**29.** A farmer theorizing a new crop rotation plan based on past observations is demonstrating which stage of Kolb's Experiential Learning Cycle?
(A) Concrete Experience
(B) Abstract Conceptualization
(C) Reflective Observation
(D) Active Experimentation

2021
**30.** Match the learning styles in List I with their dominant learning preferences in List II:
**List I :** (Learning Styles)
P. Accommodator
Q. Assimilator
R. Converger
S. Diverger
**List II :** (Learning Preferences)
1. Concrete Experience + Reflective Observation
2. Abstract Conceptualization + Active Experimentation
3. Abstract Conceptualization + Reflective Observation
4. Concrete Experience + Active Experimentation
(A) P-4, Q-3, R-2, S-1
(B) P-1, Q-2, R-3, S-4
(C) P-3, Q-4, R-1, S-2
(D) P-2, Q-1, R-4, S-3

2012
**31.** Which of the following is NOT a core element of the teaching-learning process?
(A) Government policy

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(B) The learner
(C) The teacher
(D) Subject matter

2018

**32.** In the teaching-learning process, who is considered the central figure in modern extension?
(A) The extension director
(B) The subject matter specialist
(C) The learner
(D) The village head

2011

**33.** The physical setup in the teaching-learning process primarily impacts which of the following?
(A) The cognitive capacity of the learner
(B) The scientific validity of the subject matter
(C) The administrative budget of the extension agency
(D) The physical comfort and attention span of the learner

2001

**34.** Instructional materials serve primarily to do which of the following in the learning process?
(A) Replace the classroom instructor entirely
(B) Substitute the need for practical field experience
(C) Facilitate understanding and retention of information
(D) Act as the sole instrument for learner evaluation

2008

**35.** Which of the following represents the correct sequential order of steps in the extension teaching process?
(A) Attention → Interest → Desire → Conviction → Action → Satisfaction
(B) Interest → Attention → Conviction → Desire → Action → Satisfaction
(C) Attention → Desire → Interest → Action → Conviction → Satisfaction
(D) Desire → Attention → Interest → Conviction → Action → Satisfaction

2016

**36.** Motivation in adult learning is most effective when it addresses:
(A) General abstract theoretical concepts
(B) Long-term speculative future scenarios
(C) Unresolved childhood educational gaps
(D) Immediate, real-life professional problems

2018

**37.** The principle of active participation states that adults learn best when they:
(A) Engage directly in the learning activity
(B) Listen to structured lecture presentations
(C) Read technical manuals independently
(D) Observe demonstrations without direct involvement

2008

**38.** Multi-sensory engagement in learning is based on the premise that:
(A) Restricting to a single sense prevents cognitive overload
(B) Visual stimuli are far superior to all other sensory inputs
(C) Involving multiple senses increases learning retention
(D) Diverse sensory inputs tend to distract the adult learner

2005

**39.** Readiness to learn in adults is typically triggered by:
(A) A shift in social roles or real-life problems
(B) Exposure to a standard academic curriculum schedule
(C) External administrative mandates and requirements
(D) The availability of free instructional materials

2009

**40.** Consider the following statements about adult learning principles:
I. Adults prefer self-directed learning.
II. Reinforcement has no effect on adult learners.
III. Adults draw heavily on their prior experiences.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) II
(C) I and III
(D) III

2013

**41.** At the base of Dale's Cone of Experience is which type of learning experience?
(A) Abstract written or verbal symbols
(B) Direct purposeful experiences
(C) Educational projected motion pictures
(D) Non-projected graphic or visual symbols

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2013
**42.** According to Dale's Cone of Experience, which of the following is the most abstract experience?
(A) Field trips
(B) Contrived experiences
(C) Verbal symbols
(D) Demonstrations

2023
**43.** Where do 'contrived experiences' sit relative to 'direct experiences' on Dale's Cone of Experience?
(A) At the same conceptual level
(B) At the very peak of the cone
(C) Directly below direct purposeful experiences
(D) Immediately above direct purposeful experiences

2010
**44.** Iconic learning experiences in Dale's Cone of Experience primarily rely on which senses?
(A) Sight and hearing
(B) Smell and taste
(C) Hearing alone
(D) Touch alone

2015
**45.** Consider the following statements about Dale's Cone of Experience:
I. The peak represents the most concrete experiences.
II. Demonstrations are more concrete than visual symbols.
III. It prescribes a strict sequence for all teaching.
IV. Direct purposeful experiences yield the highest retention.
Which of the above statements is/are correct?
(A) I, II and III
(B) II and IV
(C) I, III and IV
(D) II, III and IV

2009
**46.** Extension teaching methods classified by use are divided into which three categories?
(A) Audio, visual, and projected audio-visual
(B) Individual, group, and mass contact
(C) Direct, indirect, and artificial contrived
(D) Print, electronic broadcast, and interactive digital

2003
**47.** Which of the following is a classic individual contact method?
(A) Farm and home visit
(B) Radio broadcast
(C) Method demonstration
(D) Kisan Mela

2023
**48.** Mass contact methods are most effective for which stage of the adoption process?
(A) Evaluation
(B) Trial
(C) Awareness
(D) Adoption

2003
**49.** Group contact methods are highly suitable for facilitating:
(A) Creating widespread general awareness
(B) Conducting individual psychological counseling
(C) Resolving confidential farm family problems
(D) Sharing experiences and peer discussion

2006
**50.** Consider the following statements about extension methods:
I. Farm clinics are an individual contact method.
II. Television is a group contact method.
III. Circular letters are a mass contact method.
IV. Group methods are best for teaching complex skills.
V. Individual methods have the lowest cost per head.
Which of the above statements is/are INCORRECT?
(A) II and V
(B) I, II and IV
(C) I, III and IV
(D) II, IV and V

2023
**51.** What is the primary purpose of a method demonstration?
(A) To prove the economic advantage of a new practice
(B) To teach how to carry out a specific skill or practice
(C) To entertain and motivate the local rural youth
(D) To distribute subsidized agricultural inputs

2023
**52.** A result demonstration is designed primarily to:
(A) Show the detailed mechanical steps of using a tool
(B) Effectively teach a highly complex physical skill
(C) Broadcast urgent agricultural news to a large audience

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(D) Prove the superiority of a new practice

2008
**53.** Which of the following best describes the timeframe of a result demonstration compared to a method demonstration?
(A) Much longer
(B) Much shorter
(C) Exactly the same
(D) Instantaneous

2023
**54.** Who generally conducts the actual labor in a result demonstration?
(A) The extension agent acting alone
(B) The local village head or administrative leader
(C) The participating farmer under supervision
(D) An external commercial contractor

2003
**55.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Method demonstrations are effective for teaching psychomotor skills.
**Reason (R) :** They provide learners with a step-by-step visual and auditory explanation of a process.
In light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2012
**56.** What is the main objective of organizing a field day?
(A) To test farmers' technical knowledge through exams
(B) To distribute agricultural machinery to attendees
(C) To run local political awareness campaigns
(D) To showcase result demonstration outcomes to a group of farmers

2004
**57.** Exposure tours (farmers' tours) are most useful for:
(A) Providing classroom-based theoretical training
(B) Observing innovative farming practices firsthand in other regions
(C) Identifying and addressing non-compliance of farmers
(D) Reducing the administrative costs of the extension agency

2008
**58.** A Kisan Mela (Farmers' Fair) primarily integrates which types of contact methods?
(A) Individual and group
(B) Individual and mass
(C) Group and mass
(D) Digital and individual

2003
**59.** Which of the following is a critical prerequisite when organizing an agricultural exhibition?
(A) Charging entry fees to all visitors
(B) Limiting participants to institutional researchers
(C) Utilizing text-heavy posters without visuals
(D) Ensuring a logical flow of thematic exhibits

2002
**60.** Match the extension events in List I with their primary characteristics in List II:
**List I :** (Extension Events)
P. Field Day
Q. Kisan Mela
R. Exposure Tour
S. Exhibition
**List II :** (Characteristics)
1. Travel to observe distant farming successes
2. Large-scale event with varied stalls and demonstrations
3. Systematic display of models and charts on a theme
4. Held at the site of a successful result demonstration
(A) P-4, Q-2, R-1, S-3
(B) P-1, Q-3, R-2, S-4
(C) P-2, Q-4, R-3, S-1
(D) P-3, Q-1, R-4, S-2

2013
**61.** Projected audio-visual aids require which of the following for their operation?
(A) Natural light alone
(B) An optical lens and a light source
(C) Printed paper materials
(D) High-definition digital recording equipment

2007
**62.** Which of the following is classified as a projected visual aid?
(A) Flannel graph
(B) LCD projector

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(C) Flashcards
(D) Bulletin board

2018
**63.** What is a key limitation of using projected audio-visual aids in remote rural areas?
(A) Dependence on reliable electrical power
(B) Lack of appeal to rural audiences
(C) Inability to display detailed diagrams
(D) Difficulty in transporting heavy non-portable units

2001
**64.** When selecting a projected aid, what must the extension worker ensure regarding the audience?
(A) The audience is fully literate in English
(B) The audience has experience operating the equipment
(C) The content is culturally appropriate and clearly visible
(D) The audience has prior advanced technical training

2012
**65.** Identify the correct sequence for planning the use of an audio-visual aid.
(A) Presentation → Selection → Preparation → Follow-up
(B) Selection → Preparation → Presentation → Follow-up
(C) Preparation → Selection → Follow-up → Presentation
(D) Follow-up → Preparation → Selection → Presentation

2007
**66.** A poster is best utilized for which specific extension purpose?
(A) Teaching a complex, multi-step process
(B) Providing in-depth statistical data
(C) Catching attention and delivering a brief message
(D) Evaluating long-term practice adoption

2008
**67.** Which non-projected aid uses a piece of rough cloth to hold cut-out figures?
(A) Interactive flip chart
(B) Flannel graph
(C) Illustrated flashcard
(D) Traditional chalkboard

2023
**68.** Flashcards are most effective when presented to which size of audience?
(A) A single individual
(B) A small group of 10-20 people
(C) A medium gathering of 50-100 people
(D) A large crowd of over 500 people

2021
**69.** A scale replica of a biogas plant used for teaching is classified as:
(A) A model
(B) A specimen
(C) A chart
(D) A mock-up

2012
**70.** Consider the following statements about non-projected visual aids:
I. They are heavily dependent on electricity.
II. Flannel graphs allow for story-building step-by-step.
III. Posters should have dense paragraphs of text.
Which of the above statements is/are correct?
(A) I and III
(B) II
(C) I and II
(D) III

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2022
**71.** In agricultural journalism, 'timeliness' refers to which news value?
(A) How recent the information is
(B) The physical distance of the event
(C) The fame of the people involved
(D) The level of conflict in the story

2002
**72.** The 'inverted pyramid' writing structure places the most important information:
(A) At the very end of the news story
(B) Within the middle transitional paragraphs
(C) Distributed evenly throughout the article
(D) At the very beginning (the lead)

2023
**73.** Which news value focuses on how close an event is to the audience geographically or emotionally?
(A) Prominence
(B) Proximity
(C) Consequence
(D) Human interest

2012
**74.** When gathering news, which technique involves direct dialogue with a subject matter expert?
(A) Secondary source literature review
(B) Passive participant observation
(C) Structured interviewing

(D) Speculative forecasting

2007

**75.** Consider the following statements about the inverted pyramid writing structure:

I. It helps editors cut articles from the bottom without losing key facts.
II. It starts with minor details and builds to a climax.
III. The lead paragraph answers Who, What, Where, When, Why, and How.
IV. It is strictly used for fictional stories.

Which of the above statements is/are INCORRECT?

(A) II and IV
(B) I, II and III
(C) I and III
(D) II, III and IV

2003

**76.** A leaflet is typically characterized by which format?

(A) A single sheet, unfolded or folded once
(B) A multi-page bound booklet
(C) A single sheet folded multiple times into panels
(D) A regularly issued serial publication

2010

**77.** How does a folder generally differ from a leaflet?

(A) It has fewer pages
(B) It consists of a single sheet folded multiple times into panels
(C) It contains only textual information without visual aids
(D) It is bound with staples along the spine

2009

**78.** A comprehensive publication of 24-48 pages covering a broad agricultural topic is best classified as a:

(A) Leaflet
(B) Bulletin
(C) Folder
(D) Flashcard

2005

**79.** Pagination rules for multi-page extension literature mandate that the layout must ensure:

(A) Proper sequencing of text and visuals across spreads
(B) Alternating use of colored paper for consecutive pages
(C) Left-to-right text orientation on even pages and right-to-left on odd pages
(D) Exclusion of margins to maximize printable space

2014

**80.** Consider the following statements about extension print literature:

I. Booklets have more pages than leaflets.
II. Folders are never illustrated.
III. Bulletins provide in-depth information on a topic.
IV. Leaflets are meant for quick, specific message delivery.
V. Print literature requires literacy among the target audience.

Which of the above statements is/are correct?

(A) I, II, III and V
(B) I, III, IV and V
(C) II, III and IV
(D) I, II, IV and V

2014

**81.** What is the primary purpose of an extension newsletter?

(A) To publish peer-reviewed primary research findings
(B) To replace regional daily newspapers
(C) To print detailed biographies of researchers
(D) To share timely news and updates with a specific community

2012

**82.** Popular farming articles differ from scientific publications primarily in:

(A) Their heavy reliance on statistical analysis and research jargon
(B) Their focus on creative writing without a factual basis
(C) Their use of simple, accessible, and non-technical language
(D) Their length and inclusion of comprehensive literature reviews

2022

**83.** The structural framework of a scientific publication typically follows which format?

(A) The standard journalistic inverted pyramid structure
(B) IMRAD (Introduction, Methods, Results, Discussion)
(C) Highly creative and structured thematic storyboarding
(D) A conversational, sequential question-and-answer dialogue

2015

**84.** When writing a popular article for farmers, the focus should be on:

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(A) The rigorous methodology of the research
(B) Complex statistical data and mathematical models
(C) Comprehensive literature reviews
(D) Practical applications and benefits of the technology

2001

**85.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Scientific jargon should be heavily used in popular farming articles.
**Reason (R) :** Jargon makes the article sound more credible to researchers.
In light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2014

**86.** The Flesch Reading Ease formula primarily uses which two variables?
(A) Active verbs and descriptive adjectives
(B) Font size and line spacing
(C) Syllable count per word and sentence length
(D) Paragraph count and page margins

2021

**87.** A higher score on the Flesch Reading Ease scale indicates that:
(A) The text is easier to read
(B) The text is very difficult to read
(C) The text has too many complex words
(D) The text is written for post-graduates

2014

**88.** The Gunning Fog Index calculates readability to estimate:
(A) The reader's income level and socioeconomic status
(B) The average reading speed of the target audience
(C) The visual appeal and layout quality of the text
(D) The years of formal education needed to understand the text

2023

**89.** Which variable is a key component of the Dale-Chall readability formula?
(A) The number of illustrations per page
(B) A list of familiar words
(C) The total document length
(D) The color contrast of the page

2018

**90.** Match the readability tools and concepts in List I with their defining features in List II:
**List I :** (Readability Tools/Concepts)
P. Flesch Reading Ease
Q. Gunning Fog Index
R. Dale-Chall Formula
S. Readability Variable
**List II :** (Defining Features)
1. Relies on a predefined list of familiar words
2. Estimates years of formal education required
3. High score indicates high readability
4. Sentence length and word complexity
(A) P-3, Q-2, R-1, S-4
(B) P-1, Q-4, R-2, S-3
(C) P-2, Q-3, R-4, S-1
(D) P-4, Q-1, R-3, S-2

NODIA

2023

**91.** In visual design, 'balance' refers to:
(A) The deliberate use of clashing colors
(B) The use of perfectly symmetric shapes
(C) Standardizing all font sizes throughout the text
(D) The equitable distribution of visual weight

2016

**92.** The principle of 'proportion' in layout design deals with:
(A) The relative size and scale of design elements
(B) The grammatical accuracy of headlines
(C) The chronological sequence of reading
(D) The brightness and contrast of the background

2013

**93.** Which design principle guides the viewer's eye through the layout in a predetermined path?
(A) Harmony
(B) Sequence
(C) Contrast
(D) Proportion

2023

**94.** Contrast in print media design is primarily used to achieve:
(A) Visual uniformity and monotony
(B) Emphasis and catching attention
(C) Structural symmetry in paragraphs
(D) Lower production and printing costs

2003

**95.** Select the correct sequence of visual hierarchy typically used to draw a reader into a print layout.
(A) Body Text → Headline → Subhead → Image
(B) Image → Headline → Subhead → Body Text
(C) Subhead → Body Text → Image → Headline
(D) Headline → Body Text → Image → Subhead

2018

**96.** When drafting a radio script, the language should ideally be:
(A) Formal and academic
(B) Highly statistical
(C) Conversational and spoken-word friendly
(D) Visual and heavily descriptive of charts

2006

**97.** In a radio interview, what is the optimal role of the interviewer?
(A) To dominate the discussion and share personal opinions
(B) To ask simple closed-ended yes/no questions
(C) To read a pre-written scripted monologue
(D) To guide the expert to share practical information

2024

**98.** Farm broadcasting scripts typically use which formatting technique to aid the announcer?
(A) Single spacing with narrow margins
(B) Capitalization of all vowels
(C) Double spacing with cues for sound effects
(D) Small fonts to fit text on a single page

2005

**99.** The tone of an agricultural radio talk should generally reflect:
(A) Authority and condescension
(B) Warmth, sincerity, and clarity
(C) Sarcasm and debate
(D) Absolute scientific detachment

2006

**100.** Consider the following statements about farm broadcasting:
I. Radio requires writing for the ear.
II. Complex tables are easily conveyed over radio.
III. Dialogues make radio programs more engaging than long speeches.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) II
(C) I and III
(D) III

2007

**101.** What is the primary purpose of a storyboard in video production?
(A) To plan out scenes and shots visually and sequentially
(B) To draft the project budget
(C) To write the audio narration and voiceover
(D) To measure post-broadcast audience feedback

2021

**102.** A standard two-column video script separates which two elements?
(A) English and local language
(B) Actor 1 and Actor 2
(C) Audio and Video
(D) Lighting and Camera

2011

**103.** In video pacing, a rapid succession of short shots typically conveys:
(A) Action, urgency, or excitement
(B) Tranquility and peace
(C) Objective scientific analysis
(D) Calmness and slow passage of time

2024

**104.** Which camera shot is best suited for showing the broader context of an agricultural field?
(A) Extreme close-up
(B) Close-up
(C) Medium shot
(D) Wide/Long shot

2023

**105.** Consider the following statements regarding video scripts:
I. Visual pacing dictates the rhythm of the video.
II. The audio column includes sound effects and narration.
III. The video column describes camera angles and actions.
IV. Storyboarding is an unnecessary step in modern digital media.
Which of the above statements is/are correct?
(A) I, II and IV
(B) II, III and IV
(C) I, II and III
(D) I, III and IV

2022

**106.** In photography, the 'Rule of Thirds' suggests placing the main subject:

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(A) In the exact center of the frame
(B) In the upper-right corner of the frame
(C) Along the gridlines that divide the frame into nine equal parts
(D) Near the frame boundaries only

2001
**107.** The 'exposure triangle' in photography consists of which three components?
(A) Focus, Zoom, Flash
(B) Contrast, Saturation, Brightness
(C) Foreground, Midground, Background
(D) Aperture, Shutter Speed, ISO

2007
**108.** Which setting primarily controls the depth of field in a photograph?
(A) Aperture
(B) Shutter speed
(C) ISO
(D) White balance

2022
**109.** To freeze the motion of a running tractor in a photograph, what adjustment is required?
(A) A slow shutter speed
(B) A fast shutter speed
(C) A narrow aperture
(D) A low ISO

2016
**110.** Consider the following statements about agricultural photography:
I. High ISO always improves image quality without noise.
II. Shallow depth of field is used to isolate a subject from its background.
III. A wide aperture (e.g., $\frac{f}{2.8}$) lets in more light.
IV. Visual documentation requires accurate representation of field conditions.
V. The rule of thirds makes images completely symmetric.
Which of the above statements is/are INCORRECT?
(A) I and V
(B) II, III and IV
(C) I, IV and V
(D) III and V

2015
**111.** Which form of traditional media involves manipulating inanimate figures to tell a story?
(A) Puppetry
(B) Folk songs
(C) Street plays
(D) Proverbs

2023
**112.** Folk theater is highly effective in grassroots communication because it is:
(A) Formal and highly structured
(B) Purely instructional without entertainment value
(C) Culturally embedded and emotionally resonant
(D) Dependent on modern digital technology

2009
**113.** Street plays (Nukkad Natak) are typically characterized by:
(A) Elaborate indoor stage setups
(B) Silent performance techniques
(C) High-budget digital special effects
(D) Direct interaction in open public spaces

2016
**114.** How can folk songs be best utilized in agricultural extension?
(A) To publish statistical regional crop harvest data
(B) To replace standard printed extension manuals
(C) To encode agricultural messages into familiar, memorable tunes
(D) To announce official policy and regulatory changes

2006
**115.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Traditional media remain relevant despite the rise of digital media in rural areas.
**Reason (R) :** Traditional media enjoy high local credibility and cultural acceptance.
In light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2016
**116.** Which learning theory posits that learning is an active process of constructing meaning rather than acquiring it?
(A) Behaviorism
(B) Cognitivism

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(C) Connectivism
(D) Constructivism

2007
**117.** In the context of intrinsic motivation, 'self-efficacy' refers to:
(A) Belief in one's capability to perform a specific task
(B) The financial ability to purchase farm inputs
(C) The physical strength profile of a farmer
(D) The operational efficiency of farm machinery

2007
**118.** Which of the following is a clear example of negative reinforcement in agricultural learning?
(A) Offering a cash bonus for high yield
(B) Imposing a fine for burning crop residue
(C) Waiving a penalty when a farmer adopts sustainable practices
(D) Ignoring a farmer's technical questions during a seminar

2025
**119.** In extension training, cognitive maps and mnemonics are tools primarily associated with which theory?
(A) Cognitivism
(B) Behaviorism
(C) Constructivism
(D) Humanism

2001
**120.** Match the teaching methods in List I with their classifications in List II:
**List I :** (Teaching Methods)
P. Farm Visit
Q. Result Demonstration
R. Radio Broadcast
S. Workshop
**List II :** (Classifications)
1. Individual
2. Group
3. Mass
4. Individual/Group depending on scale
(A) P-1, Q-4, R-3, S-2
(B) P-2, Q-3, R-1, S-4
(C) P-3, Q-1, R-4, S-2
(D) P-4, Q-2, R-1, S-3

2003
**121.** Under Kolb's Experiential Learning Cycle, a learner who relies heavily on logic and ideas rather than feelings is using which mode?
(A) Concrete Experience
(B) Abstract Conceptualization
(C) Active Experimentation
(D) Reflective Observation

2019
**122.** The term 'andragogy' was popularized by which educational theorist?
(A) Jean Piaget
(B) John Dewey
(C) Malcolm Knowles
(D) B.F. Skinner

2017
**123.** The 'subject matter' in an extension program must be:
(A) Highly theoretical
(B) Independent of seasonal needs
(C) Determined by administrative directives
(D) Need-based and scientifically sound

2016
**124.** The principle of 'reinforcement' in adult learning suggests that:
(A) Positive reinforcement increases the likelihood of behavior repetition
(B) Continuous negative feedback is necessary to correct mistakes
(C) Extrinsic rewards always undermine intrinsic motivation
(D) Adult learners do not require any feedback on their progress

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2003
**125.** Which of the following represents the correct sequence of steps in organizing a result demonstration?
(A) Select the farmer → Analyze the problem → Execute → Evaluate
(B) Analyze the problem → Select the farmer → Execute → Evaluate
(C) Execute → Select the farmer → Analyze the problem → Evaluate
(D) Evaluate → Analyze the problem → Select the farmer → Execute

2007
**126.** A flannel graph is dependent on which physical principle to function?
(A) Magnetic attraction
(B) Friction between rough surfaces
(C) Chemical adhesion
(D) Atmospheric pressure

2016
**127.** Which news value is satisfied when a local farmer breaks the national record for wheat yield?
(A) Prominence and unusualness
(B) Geographic proximity

(C) Human tragedy
(D) Social conflict

2007
**128.** In visual layout design, what does 'harmony' imply?
(A) Visual elements are in constant conflict
(B) All headings and body text are symmetrical
(C) Layout elements relate to create a unified whole
(D) A single color is used across the design

2006
**129.** During video production, the rule of 'crossing the line' (180-degree rule) is vital to maintain:
(A) Consistent audio levels
(B) Accurate camera color balance
(C) Correct exposure and shutter speed
(D) Spatial continuity and screen direction

2012
**130.** A low ISO setting in photography is best used in which condition?
(A) Very dark environments
(B) Nighttime without a flash
(C) Bright daylight
(D) Fast-moving sports

2005
**131.** Which of the following best characterizes a 'folder' in print literature?
(A) A single flat, unfolded sheet of paper
(B) A single sheet of paper folded into panels
(C) A bound booklet of several pages
(D) A regularly issued newsletter

2024
**132.** The 'Dale-Chall formula' considers a word difficult if it:
(A) Contains more than two syllables
(B) Belongs to the category of active verbs
(C) Begins with an English vowel
(D) Is not on the specified list of familiar words

2016
**133.** When writing a radio talk, sentences should generally be:
(A) Short, active, and direct
(B) Long, compound, and complex
(C) Written in the passive voice
(D) Filled with technical acronyms

2025
**134.** Which folk medium uses painted scrolls unwound sequentially to tell stories?
(A) Street plays (Nukkad Natak)
(B) Folk theater (Nautanki)
(C) Painted scrolls (Phad or Patachitra)
(D) Puppetry (Kathputli)

2022
**135.** Consider the following steps of producing an extension publication:
I. Editing and formatting
II. Defining the objective and audience
III. Printing and distribution
IV. Drafting the manuscript
Which of the following represents the correct sequential order of these steps?
(A) II, IV, I, III
(B) IV, II, I, III
(C) II, I, IV, III
(D) I, II, IV, III

2021
**136.** What is the fundamental difference between education and extension?
(A) Extension is highly structured and rigid, while formal education is flexible
(B) Extension focuses only on children, while education is for adults
(C) Extension awards formal academic degrees, while classroom education does not
(D) Extension is an informal educational process, while school education is formal

2010
**137.** An extension agent uses an analogy of a sponge to explain soil water retention. Which learning theory relies heavily on such analogies?
(A) Behaviorism
(B) Cognitivism
(C) Humanism
(D) Connectivism

2018
**138.** Which domain of Bloom's Taxonomy is primarily targeted when a farmer changes their attitude towards chemical pesticide use?
(A) Cognitive
(B) Psychomotor
(C) Affective
(D) Social

2018
**139.** If an extension program fails because farmers feel it ignores their cultural norms, which element of the teaching-learning process was poorly handled?
(A) Physical classroom environment
(B) Quality of instructional materials
(C) Performance of the instructor
(D) Relevance of the subject matter

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2015

**140.** Which of the following is a limitation of a method demonstration?
(A) It requires substantial prior preparation and materials
(B) It requires all participating farmers to be highly literate
(C) It takes several months of observation to yield results
(D) It is unsuitable for teaching psychomotor skills

2013

**141.** The principle of 'learning by doing' is most strongly associated with which extension method?
(A) Mass farm radio broadcast
(B) Method demonstration
(C) Printed circular letter
(D) Static village bulletin board

2015

**142.** A major advantage of mass contact methods is:
(A) Providing highly personalized individual feedback
(B) Delivering information rapidly to a large audience
(C) Achieving high rates of skill adoption among learners
(D) Minimizing the initial planning time required

2022

**143.** Which audio-visual aid requires a darkened room for maximum effectiveness?
(A) Slide projector (B) Flannel graph
(C) Flashcards (D) Chalkboard

2008

**144.** In journalism, the lead paragraph should ideally:
(A) Keep the reader in suspense until the conclusion
(B) Describe the background setting in vivid detail
(C) Summarize the most critical facts of the story
(D) Present the personal opinion of the writer

2016

**145.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).

**Assertion (A) :** Non-projected visual aids are highly reliable in remote villages.
**Reason (R) :** They do not depend on continuous electricity to function.
In light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2016

**146.** Typography in visual design primarily concerns:
(A) The quality and thickness of the paper used
(B) The chemical composition of inks
(C) The style and appearance of printed text
(D) The binding and structural design of publications

2025

**147.** A radio interview format where the interviewer and expert chat casually without a rigid script is called:
(A) A formal monologue
(B) An unscripted or ad-lib interview
(C) A structured debate
(D) A scripted radio drama

2017

**148.** Which of the following is an essential pre-production step for an agricultural video?
(A) Comprehensive final video editing
(B) Post-production digital color grading
(C) Exporting and final video rendering
(D) Location scouting

2005

**149.** To capture a wide-angle landscape shot of a farm, which focal length lens is most appropriate?
(A) 18mm
(B) 85mm
(C) 200mm
(D) 400mm

2006

**150.** Match the readability formulas in List I with their key metrics in List II:
**List I :** (Readability Formulas)
P. SMOG Formula
Q. Flesch-Kincaid Grade Level
R. Gunning Fog
S. Flesch Reading Ease
**List II :** (Key Metrics)
1. Counts words with 3+ syllables in 30 sentences
2. Translates reading ease into a US grade level
3. Uses 'complex words' percentage
4. Outputs a score from 0-100 based on syllables and sentence length

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(A) P-1, Q-2, R-3, S-4
(B) P-2, Q-1, R-4, S-3
(C) P-3, Q-4, R-1, S-2
(D) P-4, Q-3, R-2, S-1

2013
**151.** Traditional folk media have a distinct advantage over modern mass media in that they:
(A) Deliver rapid information to a broad global audience
(B) Facilitate immediate two-way audience interaction
(C) Utilize high-speed satellite transmission networks
(D) Rely on sophisticated digital receiving equipment

2009
**152.** Which of the following best defines an 'opinion leader' in agricultural extension?
(A) An officially appointed administrative village headman
(B) A professional government agricultural extension agent
(C) An informal farmer whose advice is respected by peers
(D) A high-ranking state government agriculture minister

2024
**153.** A learner creating a new farming implement based on their understanding of physics is operating at which level of Bloom's Taxonomy?
(A) Remembering
(B) Understanding
(C) Analyzing
(D) Creating

2008
**154.** Under Bandura's Social Learning Theory, the process of paying attention to the model is followed immediately by:
(A) Retention (B) Motivation
(C) Reproduction (D) Extinction

2002
**155.** Which element of the teaching-learning process is directly manipulated by the extension agent to improve communication?
(A) The learner's prior life experience
(B) Instructional materials and methods
(C) The physical classroom temperature
(D) The regional weather conditions

2005
**156.** In educational communications, Edgar Dale's 'cone of experience' implies that moving from bottom to top involves moving from:
(A) Abstract to concrete
(B) Concrete to abstract
(C) Cheap to expensive
(D) Slow to fast

2021
**157.** Which extension method allows for the deepest assessment of an individual farmer's specific problems?
(A) Personal farm and home visits
(B) Large-scale local farmers' fairs
(C) Mass regional radio broadcasts
(D) Regular print newspaper articles

2014
**158.** The success of a result demonstration is highly dependent on:
(A) Choosing highly influential and wealthy landholders
(B) Demonstrating unproven, high-risk crop technologies
(C) Selecting representative farmers and keeping records
(D) Keeping demonstration procedures hidden from neighbors

2022
**159.** Which mass media channel is characterized by its ephemeral nature (cannot be reviewed once aired without recording)?
(A) Bulletins
(B) Leaflets
(C) Folders
(D) Radio

2013
**160.** Which visual aid consists of sequential pages bound at the top, used by flipping over each page?
(A) Flashcard
(B) Flannel graph
(C) Flip chart
(D) Bulletin board

2023
**161.** In agricultural news story, what does the 'dateline' indicate?
(A) The final expiration date of the news event
(B) The physical location and date where the story originated
(C) The scheduled broadcast time of the news segment

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(D) The professional submission deadline for reporters

2004

**162.** An extension bulletin should primarily feature text that is:
(A) Highly subjective and opinionated in tone
(B) Written entirely in the first-person perspective
(C) Focused primarily on local political debates
(D) Objective, factual, and logically structured

2025

**163.** The primary audience for a popular farming article is:
(A) Practicing farmers and interested laypersons
(B) Peer reviewers working in scientific journals
(C) Academic researchers in specialized laboratories
(D) Government policymakers drafting agricultural laws

2023

**164.** What is a common way to improve readability for rural audiences?
(A) Increasing the average sentence length
(B) Relying heavily on technical acronyms
(C) Using active voice and shorter words
(D) Employing passive voice constructions

2021

**165.** What is the correct chronological order of the stages in the adoption process?
I. Awareness
II. Trial
III. Interest
IV. Evaluation
V. Adoption
(A) I, III, IV, II, V
(B) III, I, IV, II, V
(C) I, IV, III, II, V
(D) I, III, II, IV, V

2016

**166.** Which design principle ensures that the most important element of a page stands out immediately?
(A) Balance
(B) Proportion
(C) Sequence
(D) Emphasis

2003

**167.** A radio dialogue generally involves how many participants?
(A) One
(B) Two
(C) Five to seven
(D) Ten or more

2001

**168.** In video scripting, 'B-roll' refers to:
(A) Primary interviews and main talking-head segments
(B) The revised second draft of the shooting script
(C) Supplemental footage supporting the audio narration
(D) Outtakes, bloopers, and technical errors on set

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2012

**169.** High ISO settings are primarily used to:
(A) Reduce excessive brightness in overexposed scenes
(B) Maximize the depth of field for landscape shots
(C) Minimize digital grain and noise in the final image
(D) Boost sensor sensitivity to light in dim conditions

2023

**170.** Consider the following statements about folk media:
I. It is inflexible and cannot incorporate new messages.
II. It uses local dialects and idioms.
III. It builds on the cultural heritage of the community.
IV. It is highly effective for rural awareness campaigns.
V. It always requires digital projection.
Which of the above statements are INCORRECT?
(A) I and V
(B) II, III, and IV
(C) I, II, and V
(D) III and V

2008

**171.** The concept of 'heutagogy' is best suited for environments that are:
(A) Highly structured and directed by instructors
(B) Dynamic and requiring continuous self-adaptation
(C) Structured exclusively around rote memorization
(D) Specifically designed for young primary children

2010

**172.** When an adult learner questions the relevance of a new farming technique, they are demonstrating which adult learning principle?
(A) Rote memory
(B) Need to know
(C) Unreadiness to learn
(D) Pedagogical dominance

2017

**173.** In educational psychology, the 'Law of Effect' in learning implies that:
(A) Satisfying consequences reinforce behavior repetition
(B) Educational outcomes depend entirely on formal testing
(C) Instructional visual aids represent the best approach
(D) Every physical response stems from a biological cause

2008

**174.** In Bloom's Taxonomy, which cognitive level involves breaking down information into its component parts to understand its structure?
(A) Remembering
(B) Applying
(C) Analyzing
(D) Evaluating

2001

**175.** In educational theory, the psychomotor domain focuses heavily on:
(A) Moral values and ethical reasoning processes
(B) Empathy and personal emotional intelligence
(C) Cognitive recall and memorization of facts
(D) Manual motor skills and physical precision

2012

**176.** What is a key disadvantage of group contact methods compared to individual methods?
(A) They demand higher overall financial costs per capita
(B) They fail to facilitate meaningful peer interaction
(C) They provide less individual-specific personal attention
(D) They reach a significantly smaller total audience size

2007

**177.** A group of farmers visiting an agricultural university's research farm to see new crop varieties is on a:
(A) Result demonstration
(B) Exposure tour
(C) Farm clinic
(D) Street play

2010

**178.** What does 'circulation' refer to in agricultural print media?
(A) The artistic design and layout of the print text
(B) The specific circular structural shape of the font
(C) The environmental recycling process of old newspapers
(D) The total volume of printed copies actually distributed

2007

**179.** A newsletter is uniquely characterized by its:
(A) Focus on a specific, targeted community
(B) Adherence to a daily publication schedule
(C) Reliance on completely fictional narratives
(D) Standard utilization of hardbound book covers

2011

**180.** Match the journalism terms (List I) with their meanings (List II):
**List I :** (Journalism Terms)
P. Lead
Q. Byline
R. Headline
S. Dateline
**List II :** (Meanings)
1. The title of the article
2. Name of the author
3. Location and date of the story
4. Opening paragraph containing key facts
(A) P-4, Q-2, R-1, S-3
(B) P-1, Q-3, R-2, S-4
(C) P-2, Q-1, R-4, S-3
(D) P-3, Q-4, R-1, S-2

2007

**181.** White space in a visual layout acts to:
(A) Rest the eyes and visually organize content
(B) Clutter the page and reduce visual appeal
(C) Waste expensive paper and printing resources
(D) Hide secret or coded promotional messages

2010

**182.** A radio script must explicitly state sound effects using which formatting?
(A) Standard footnotes in tiny print font sizes
(B) Invisible symbols read only by producers
(C) Italics placed within the spoken dialogue lines
(D) Capitalized text enclosed within parentheses

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2024
**183.** Storyboarding helps prevent which problem during video production?
(A) Exceeding budgets by overpaying hired actors
(B) Missing essential visual shots while on location
(C) Experiencing low audio volume during recording
(D) Rapid battery depletion within active cameras

2016
**184.** In photography, 'aperture' is measured in:
(A) Megapixels
(B) Milliseconds
(C) f-stops
(D) ISO units

2008
**185.** A folk song communicating the benefits of vaccination is an example of:
(A) Endogenous technology
(B) Mass deception
(C) Formal schooling
(D) Edutainment

2024
**186.** Which learning theory assumes learners are 'blank slates' shaped entirely by environmental conditioning?
(A) Behaviorism
(B) Cognitivism
(C) Constructivism
(D) Connectivism

2015
**187.** Intrinsic motivation is generally considered to be:
(A) Characterized as short-lived and weak in impact
(B) More sustainable over time than extrinsic drives
(C) Entirely dependent on immediate financial rewards
(D) Completely irrelevant to mature adult learners

2017
**188.** In Bloom's affective domain, 'organizing' refers to:
(A) Organizing and arranging physical farm tools
(B) Prioritizing and resolving value conflicts
(C) Structuring and outlining an academic essay
(D) Planning and managing a farm's annual budget

2015
**189.** According to Albert Bandura's Social Learning Theory, a farmer is more likely to model behavior if the model is:
(A) Perceived as similar and highly successful
(B) Depicted as a fictional cartoon character
(C) Demonstrated to be consistently failing
(D) Entirely unknown and unfamiliar to them

2013
**190.** What is a primary role of the instructor in the teaching-learning process?
(A) To perform physical manual labor for the farmer
(B) To act as a strict officer enforcing rigid rules
(C) To guide, facilitate, and structure learning
(D) To remain completely quiet during the sessions

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2001
**191.** Edgar Dale's Cone of Experience is primarily a:
(A) Rigid scientific biological classification
(B) Mathematical formula for text readability
(C) Physical construction guide for visual aids
(D) Visual metaphor for experiential concreteness

2004
**192.** Which extension method best combines individual, group, and mass approaches simultaneously?
(A) Telephone call
(B) Farm visit
(C) Kisan Mela
(D) Personal letter

2022
**193.** Why are exhibitions considered an effective extension tool?
(A) They demand absolutely zero planning or budget
(B) They deliver focused visual and physical details
(C) They are designed to be exclusively theoretical
(D) They discourage farmers from discussing issues

2023
**194.** Which of the following is a key advantage of flashcards?
(A) They project slide images onto large display screens
(B) They contain thousands of printed words of text

(C) They produce integrated audio and sound effects
(D) They are cheap, portable, and easy to sequence

2009
**195.** What is the correct chronological or structural order of the components of the inverted pyramid style of writing, from most to least important?
I. Crucial information (Who, What, When, Where, Why)
II. Background details
III. Secondary information
(A) I, III, II
(B) II, I, III
(C) I, II, III
(D) III, II, I

2004
**196.** The structural format of a leaflet strictly avoids:
(A) Illustrative images
(B) Full-color printing
(C) Multi-chapter text
(D) Concise bullet points

2007
**197.** Popular articles rely on an engaging title primarily to:
(A) Capture reader attention quickly
(B) Meet rigorous academic writing standards
(C) Summarize the technical methodology
(D) Comply with strict copyright mandates

2004
**198.** The Gunning Fog Index considers words with three or more syllables to be:
(A) Simple words
(B) Hidden words
(C) Action verbs
(D) Complex words

2010
**199.** In layout design, 'alignment' ensures that elements:
(A) Are scattered randomly across the page layout
(B) Establish visual connection and organization
(C) Share the identical color value throughout
(D) Overlap with each other in a chaotic manner

2009
**200.** Match the audio-visual aid (List I) with its defining characteristic (List II):
**List I :** (Audio-Visual Aid)
P. Specimen
Q. Model
R. Poster
S. Flip chart
**List II :** (Defining Characteristic)
1. Sequential large paper sheets
2. A real object preserved or displayed
3. Single sheet focused on one visual message
4. A 3D scale representation
(A) P-2, Q-4, R-3, S-1
(B) P-1, Q-2, R-3, S-4
(C) P-3, Q-1, R-4, S-2
(D) P-4, Q-3, R-1, S-2

2013
**201.** A radio script designed for a 5-minute talk should generally contain roughly how many words?
(A) 100-200
(B) 600-750
(C) 1500-2000
(D) 3000+

2014
**202.** The visual pacing of a video editing sequence where shots linger for several seconds creates a feeling of:
(A) Calmness
(B) Chaos
(C) Panic
(D) Urgency

2007
**203.** Shutter speed is critical when photographing:
(A) Standing buildings and architectures
(B) Fast-moving animals or field machinery
(C) Flat documents positioned on copy stands
(D) Quiet landscapes photographed on calm days

2017
**204.** Puppetry is an excellent medium for extension because:
(A) It relies on high-cost specialized visual effects
(B) Puppets address sensitive topics without offense
(C) It demands complete functional literacy from viewers
(D) It functions primarily as a written literary medium

2006
**205.** Andragogy assumes that errors in learning are:
(A) Occasions for reflection and further learning
(B) Behaviors deserving of immediate negative sanction
(C) Absolute evidence of poor cognitive capability
(D) Outcomes that are structurally impossible

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2015
**206.** Extrinsic factors in rural contexts do NOT include:
(A) Access to institutional agricultural credit
(B) Local rural transport infrastructure quality
(C) A personal inner desire for higher achievement
(D) Government financial subsidies on vital inputs

2015
**207.** In Bloom's Taxonomy, evaluating a farming method requires a learner to:
(A) Memorize and recall the technical name of the method
(B) Physically execute and perform the specific method
(C) Completely ignore alternative crop management methods
(D) Appraise and justify options based on clear standards

2014
**208.** Which theory highlights 'assimilation' and 'accommodation' as key to learning?
(A) Skinner's behaviorist theory
(B) Pavlov's conditioning theory
(C) Piaget's cognitive theory
(D) Knowles' andragogical theory

2012
**209.** The learner in the teaching-learning process must possess which quality for success?
(A) Substantial financial wealth
(B) Active readiness to learn new ideas
(C) A formal higher education degree
(D) Complete ignorance of basic farming

2013
**210.** Consider the following statements regarding the teaching-learning process:
I. The instructor must have credibility.
II. The physical setup has minimal impact on learning.
III. The subject matter must be applicable to the learner.
IV. Instructional materials substitute for the learner's effort.
V. Feedback is essential for evaluation.
Which of the above statements are correct?
(A) I, II and IV
(B) I, III and V
(C) II, III and V
(D) I, IV and V

2021
**211.** Which method is most effective for convincing a skeptical farmer of a new seed's yield potential?
(A) A local result demonstration in their village
(B) A brief promotional radio jingle on key benefits
(C) A comprehensive academic textbook on crop genetics
(D) A theoretical classroom lecture by researchers

2001
**212.** Large-group methods like Kisan Melas are particularly good for:
(A) Private administrative negotiations between officials
(B) Intensive individual-focused psychological counseling
(C) Broad awareness of multiple technological advances
(D) Step-by-step training of complex lab techniques

2015
**213.** Projected aids are most effective when the presenter:
(A) Faces the audience, using slides as visual guides
(B) Positions themselves directly within the light beam
(C) Reads all slide text verbatim while facing away
(D) Deactivates the audio feedback system completely

2001
**214.** A key principle in designing non-projected visual aids is to:
(A) Include as much text as physically possible
(B) Use pale, unnoticeable colors
(C) Use complex, abstract art
(D) Keep visuals simple, clear, and uncluttered

2018
**215.** Agricultural news values prioritize information that has:
(A) Sensationalized national celebrity gossip
(B) Direct economic relevance to local farmers
(C) Entertaining literary fiction and fantasy
(D) Traditional historical folklore and myths

2001
**216.** Extension print literature relies on what for visual appeal?
(A) Unformatted, single-spaced monotone text
(B) Special security-coded invisible print ink
(C) Balanced typography, graphics, and layout

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(D) Complete exclusion of blank page margins

2008
**217.** Scientific publications differ from extension bulletins primarily because they:
(A) Present significantly shorter overall content lengths
(B) Incorporate highly colorful illustrations and photos
(C) Express technical concepts through poetic formats
(D) Target academics with rigorous data and methods

2005
**218.** Readability formulas generally penalize text for having:
(A) Complex words and long sentence structures
(B) Brief, punchy sentences with active phrasing
(C) Direct, active verbs used in present tense
(D) Highly contrasting text backgrounds and fonts

2005
**219.** In layout design, placing related items close together utilizes the principle of:
(A) Visual contrast
(B) Proximity grouping
(C) Symmetrical balance
(D) Chosen typography

2021
**220.** A well-written farm radio script avoids:
(A) Frequent use of direct personal pronouns
(B) Complex statistics and long data tables
(C) Standard active voice verbs and structures
(D) Friendly, informal conversational tones

2025
**221.** In a two-column video script, where are the spoken words typically placed?
(A) In the audio column
(B) Only in the video column
(C) Across both columns identically
(D) In the footnotes

2021
**222.** Visual depth in photography can be enhanced by including:
(A) Complete, uniform background darkness
(B) A plain, flat white studio wall
(C) A strong, distinct foreground element
(D) Severe image overexposure in bright light

2004
**223.** Traditional media like Nautanki are powerful because they:
(A) Feature highly sanitized and formal contexts
(B) Can be easily exported to international markets
(C) Rely heavily on modern digital flash animations
(D) Evoke deep local emotions and cultural pride

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2005
**224.** Which of the following is NOT an element of pedagogy?
(A) Teacher-directed learning
(B) Subject-centered curriculum
(C) High learner autonomy
(D) External motivation

2002
**225.** What is the correct chronological order of the steps of Kolb's learning cycle, starting from an initial real-world event?
I. Active Experimentation
II. Reflective Observation
III. Concrete Experience
IV. Abstract Conceptualization
(A) III, II, IV, I
(B) I, II, III, IV
(C) IV, III, II, I
(D) III, IV, II, I

2023
**226.** Intrinsic factors driving a farmer's adoption include:
(A) Availability of highly subsidized crop seeds
(B) Shifting economic and commercial market demands
(C) Direct persuasion pressure from extension agents
(D) An internal desire for long-term sustainability

2019
**227.** In Bloom's Taxonomy, translating complex instructions into one's own words is an example of:
(A) Understanding
(B) Remembering
(C) Evaluating
(D) Creating

2017
**228.** The concept of 'shaping' in behaviorism involves:
(A) Punishing all incorrect attempts immediately
(B) Systematically ignoring the student's actions
(C) Rewarding progressive steps toward a final goal
(D) Modifying only the student's physical setting

2004

**229.** A primary function of the 'subject matter' in teaching is to:
(A) Provide facts needed to solve a specific problem
(B) Deliberately confuse and challenge class learners
(C) Fill up scheduled time during an extension session
(D) Test the technical memory capacity of instructors

2025

**230.** Adult learners need to integrate new ideas with what they already know. This is the principle of:
(A) Rote memorization
(B) Operant conditioning
(C) Pedagogy
(D) Meaningful association

2022

**231.** According to Edgar Dale's Cone of Experience, which of the following provides the most direct sensory experience?
(A) Quietly reading a printed informational pamphlet
(B) Actively participating in a hands-on field trial
(C) Watching an instructional video demonstration
(D) Listening to a recorded educational radio broadcast

2018

**232.** An exposure tour is classified as which type of extension method?
(A) Individual contact
(B) Mass contact
(C) Group contact
(D) Digital contact

2004

**233.** The key difference between a method and a result demonstration is:
(A) Method shows 'why/value'; result shows 'how'
(B) Method is for adults; result is for youth
(C) Method is long-term; result is short-term
(D) Method shows 'how'; result shows 'why/value'

2012

**234.** Exhibitions require careful planning regarding:
(A) Managing visitor traffic flow and thematic setups
(B) Eliminating all visual aids from exhibition booths
(C) Hiding the core educational message from the public
(D) Restricting direct public access to visual exhibits

2013

**235.** The primary advantage of a projected visual aid over a non-projected one is:
(A) Maintaining much lower initial acquisition costs
(B) Displaying high-resolution images to large groups
(C) Operating with complete independence from electricity
(D) Providing hands-on physical and tactile feedback

2002

**236.** Flashcards should be used by the presenter by:
(A) Presenting cards rapidly to viewers without speaking
(B) Showing them sequentially while narrating the story
(C) Distributing copies to the audience for home use
(D) Projecting individual cards onto large screen areas

2007

**237.** Agricultural news differs from general news in its emphasis on:
(A) Actionable, highly practical farming information
(B) Highly sensationalized political corruption stories
(C) Detailed reporting of professional sports scores
(D) Standard local crime and incident investigations

2022

**238.** A leaflet is typically designed to:
(A) Provide a comprehensive review of a whole discipline
(B) Serve as a legally binding contract
(C) Communicate one specific idea or practice briefly
(D) Be read over several weeks

2007

**239.** Popular farming articles should avoid:
(A) Engaging titles
(B) Short paragraphs
(C) Clear conclusions

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(D) Heavy academic jargon

2006

**240.** The Flesch Reading Ease score decreases as:
(A) Overall font sizing and style options decrease
(B) Page layout margins and blank spaces increase
(C) Sentence length and word syllable counts rise
(D) Detailed graphic illustrations are newly added

2021

**241.** Visual design 'sequence' can be guided by:
(A) Formatting every single element to equal sizes
(B) Employing strategic lines, arrows, and numbers
(C) Removing all visual color accents from the page
(D) Standardizing highly stylized, complex text fonts

2011

**242.** Writing for radio requires:
(A) Creating highly technical, convoluted sentences
(B) Delivering complex visual descriptions of graphs
(C) Maintaining prolonged periods of complete silence
(D) Writing directly for the ear using simple style

2007

**243.** In a video script, camera movements like 'pan' or 'tilt' are detailed in the:
(A) Video column
(B) Audio column
(C) Title page
(D) Budget section

2010

**244.** A photograph's depth of field becomes shallower when:
(A) Aperture is narrowed (larger f-number)
(B) Shutter speed is increased
(C) Aperture is widened (smaller f-number)
(D) ISO is decreased

2007

**245.** Analyze the Assertion (A) and Reason (R) statements below and select the correct option.
**Assertion (A) :** Street plays (Nukkad Natak) are an effective grassroots communication tool.
**Reason (R) :** They require expensive theater halls which adds to their prestige.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006

**246.** Self-directed learning is the cornerstone of:
(A) Pedagogy
(B) Autocracy
(C) Classical conditioning
(D) Andragogy

2006

**247.** In educational theory, constructivism suggests that the instructor's role is to act as:
(A) An authoritative director
(B) A supportive facilitator
(C) A passive classroom observer
(D) A strict behavioral punisher

2006

**248.** The perception of an innovation by a farmer is influenced by:
(A) Entirely objective and clinical scientific facts
(B) Changes in daily regional atmospheric weather
(C) Their own individual past experiences and beliefs
(D) The administrative scale of agent salaries

2013

**249.** In Bloom's affective domain, 'receiving' involves:
(A) Constructing a physical agricultural machine
(B) Critical appraisal of a theoretical proposition
(C) Standard cognitive recall of a historical date
(D) Paying close attention to presented information

NODIA

2021

**250.** According to Albert Bandura's Social Learning Theory, self-efficacy affects a learner's:
(A) Personal willingness to try new practices
(B) Overall physical height and biological growth
(C) Total scale of agricultural land ownership
(D) Traditional political and voting preferences

2007

**251.** According to David Kolb's learning styles, the style that combines Active Experimentation and Concrete Experience is the:
(A) Assimilator
(B) Accommodator
(C) Converger

(D) Diverger

2010

**252.** The 'instructor' in extension must possess which two key competencies?
(A) Substantial financial wealth and high political power
(B) Technical subject knowledge and communication skills
(C) Exceptional physical athleticism and youthful energy
(D) Professional arrogance and strict behavioral rules

2006

**253.** Why is active participation crucial in adult learning?
(A) Active engagement improves comprehension and recall
(B) It functions simply to keep participants fully awake
(C) It permits instructional agents to avoid preparation
(D) It makes meeting environments look highly productive

2002

**254.** On Edgar Dale's Cone of Experience, 'motion pictures' are more concrete than:
(A) Direct purposeful experiences
(B) Contrived experiences
(C) Visual symbols
(D) Demonstrations

2022

**255.** A farm clinic is an extension method where:
(A) Farmers gather in large arenas for regional political rallies
(B) Agents visit every agricultural landholding across the state
(C) Medical clinics distribute free treatments to local humans
(D) Farmers visit diagnostic centers for expert crop advice

2022

**256.** Which method requires an agent to actually perform the physical task in front of an audience?
(A) Result demonstration
(B) Farm broadcast
(C) Method demonstration
(D) Poster display

2025

**257.** An exposure tour should ideally conclude with:
(A) Levying financial fines on slow-learning students
(B) Conducting a collaborative reflection and debate
(C) Confiscating all personal reference notebooks on site
(D) Administering a theoretical written academic exam

2021

**258.** Projected aids include:
(A) Non-projected flannel graphs
(B) Illustrated paper flashcards
(C) Standard classroom chalkboards
(D) Standard opaque projectors

2023

**259.** Which type of chart depicts the structural organization of an extension agency?
(A) Organizational chart
(B) Comparative bar chart
(C) Segmented pie chart
(D) Strip chart

2011

**260.** The 'Who' in a news lead identifies:
(A) The exact scheduled time of the featured news event
(B) The precise geographic location of the news incident
(C) The primary individual or organization involved in it
(D) The underlying motive or reason for the final outcome

2004

**261.** An extension bulletin is best structured using:
(A) Structured headings and logical topics
(B) Continuous prose containing no headings
(C) Purely visual illustration with no text
(D) Arbitrary and randomized topic paragraphs

2017

**262.** To improve readability for neo-literate farmers, sentences should average around:
(A) 5-10 words
(B) 15-20 words
(C) 30-40 words
(D) 50 or more words

2003

**263.** In visual design, breaking a page into a grid helps achieve:
(A) Unstructured page layout chaos
(B) Proportion and organized alignment
(C) Markedly decreased text readability
(D) Inharmonious color clashing effects

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2018

**264.** An agricultural radio talk must immediately:
(A) Deliver a comprehensive legal disclaimer statement
(B) Present elaborate mathematical formulas on air
(C) Hook listener interest within thirty seconds of play
(D) List every corporate financial sponsor of the show

2001

**265.** Video storyboarding requires drawing:
(A) Highly symbolic abstract art paintings
(B) Structured technical architectural blueprints
(C) Detailed anatomical and biological diagrams
(D) Sequential sketches representing key camera shots

2005

**266.** A fast shutter speed (e.g., 1/1000s) reduces:
(A) Motion blur
(B) Color saturation
(C) File size
(D) Lens flare

2001

**267.** Puppetry scripts for extension should be:
(A) Highly dramatic, tragic, and depressing in tone
(B) Entertaining, cultural, and educational in focus
(C) Entirely silent and dependent on physical pantomime
(D) Monotonously read aloud by a single off-stage voice

2022

**268.** Heutagogy differs from andragogy primarily in its focus on:
(A) Absolute teacher authority and instructional control
(B) Enhancing learner capacity and self-determination
(C) Identifying highly specialized subject matter experts
(D) Standardizing rote memorization and classroom testing

2024

**269.** In educational psychology, cognitive load theory suggests that instructional materials should:
(A) Reduce extraneous load on working memory
(B) Maximize raw facts to challenge capabilities
(C) Use difficult font structures to test skills
(D) Exclude visual aids and graphics from slides

2025

**270.** Extrinsic motivation can negatively impact learning if:
(A) It is delivered as a formal printed certificate
(B) It is presented as constructive verbal public praise
(C) It displaces natural intrinsic interest in the task
(D) It helps offset direct operational costs of training

2019

**271.** In Bloom's psychomotor domain, 'articulation' involves:
(A) Speaking loudly and clearly in front of groups
(B) Accurately copying a basic physical movement guide
(C) Closely observing a silent teacher demonstration
(D) Coordinating multiple motor skills simultaneously

2023

**272.** Albert Bandura's concept of 'reciprocal determinism' implies that:
(A) Biological genetics and heredity determine all human development
(B) Environmental factors alone dictate every single observed action
(C) Behavior, environment, and personal factors influence each other
(D) Behavioral outcomes are fundamentally random and unpredictable

2004

**273.** The physical setup for a group extension meeting should ideally:
(A) Have all participants face a blank wall during lectures
(B) Position seats in a circle or U-shape for discussion
(C) Require every attendee to stand up for consecutive hours
(D) Keep meeting rooms in complete, unlit pitch darkness

NODIA

2002

**274.** The principle of 'multi-sensory engagement' is supported by the fact that:
(A) Individuals acquire knowledge best by listening only
(B) Tactile touch represents the only valid learning sense
(C) Distinct biological senses conflict with one another

(D) Dual visual and auditory inputs reinforce memory tracts

2022

**275.** According to Edgar Dale's Cone of Experience, 'verbal symbols' (words) have:
(A) Low concreteness, high abstraction
(B) High concreteness, low abstraction
(C) Equal concreteness and abstraction
(D) No relevance to learning

2007

**276.** Which group method is used to reach consensus on a controversial community issue?
(A) Method demonstration
(B) Farm broadcast
(C) Group discussion
(D) Field trip

2022

**277.** The success of a result demonstration is best evaluated by:
(A) Comparing relative yields and net economic returns
(B) Assessing general weather conditions on the final day
(C) Rating the aesthetic and visual appeal of active crops
(D) Counting the total quantity of photos captured on site

2014

**278.** Kisan Melas usually feature:
(A) Highly restricted, individual counseling services on site
(B) Entertainment programs containing no farming information
(C) Traditional classroom lectures focusing on abstract theory
(D) Crop cafeterias, tool exhibits, and expert consultations

2022

**279.** When using an LCD projector, the presenter should ensure:
(A) Text font size is kept smaller than 12pt
(B) High contrast of text against slide backgrounds
(C) Display rooms are illuminated with bright sunlight
(D) Presenters stand directly in the projector light

2015

**280.** A poster must have:
(A) An elaborate, multi-paragraph written story
(B) Plain text sheets showing no graphic imagery
(C) A clear focal point and minimal printed text
(D) Comprehensive references and academic citations

2003

**281.** The inverted pyramid style is favored in journalism because:
(A) It slowly builds narrative suspense for audience members
(B) It is formally required by national news broadcast laws
(C) It renders traditional editing operations totally impossible
(D) Readers often stop reading after the initial paragraphs

2024

**282.** Bulletins are appropriate for which type of audience?
(A) Readers seeking deep, comprehensive subject information
(B) Illiterate farmers requiring purely visual guides
(C) Young elementary school children learning basic concepts
(D) Audiences needing rapid, ten-second news headlines

2001

**283.** Readability formulas are primarily used to:
(A) Objectively evaluate the aesthetic value of literature
(B) Match text difficulty to audience reading levels
(C) Calculate precise commercial printing and paper costs
(D) Perform thorough database checks for academic piracy

2007

**284.** In layout, 'typography' involves choices regarding:
(A) Standardizing overall graphic image resolution
(B) Selecting font family, sizing, and line spacing
(C) Specifying the exact model of microphone used
(D) Determining appropriate horizontal camera angles

2004

**285.** A radio interview is most engaging when it sounds like:
(A) A natural, informative chat
(B) A harsh, forced interrogation
(C) Scripted readings of textbooks

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(D) A formal political campaign speech

2008

**286.** In video production, 'visual pacing' is controlled primarily during:
(A) Pre-production
(B) Script drafting
(C) The editing phase
(D) Lighting setup

2003

**287.** In photographic composition, the rule of thirds helps to avoid:
(A) Severe color value distortion
(B) Unwanted camera lens flare effects
(C) Significant image overexposure flaws
(D) Boring, static, dead-center frames

2001

**288.** Folk media is deeply rooted in:
(A) Modern western commercial entertainment styles
(B) Corporate marketing and brand design systems
(C) Indigenous culture and regional local dialects
(D) Abstract theoretical academic research models

2022

**289.** Andragogy acknowledges that adult learners:
(A) Maintain extremely restricted personal life histories
(B) Possess valuable life experiences useful for learning
(C) Routinely reject and ignore their past assumptions
(D) Require educational treatment identical to children

2019

**290.** In educational theory, constructivist learning is heavily reliant on:
(A) Cognitive recall and rote memorization drills
(B) Working independently in complete mental isolation
(C) Teacher-directed training using strict punishments
(D) Social interaction and active problem solving

2005

**291.** Which extrinsic factor heavily influences the adoption of expensive machinery?
(A) Access to credit and subsidies
(B) The farmer's favorite color
(C) The typography of the manual
(D) The emotional state of the agent

2003

**292.** In Bloom's Taxonomy, synthesis (or creating) is characterized by:
(A) Simply recalling and remembering basic definitions
(B) Assessing and judging the value of a crop product
(C) Combining elements to construct an original whole
(D) Systematically breaking a complex concept down

2011

**293.** Albert Bandura's Social Learning Theory bridges the gap between:
(A) Behaviorism and Cognitivism theories
(B) Fundamental Chemistry and Physics fields
(C) Traditional Pedagogy and Heutagogy
(D) Biological Botany and Zoology sciences

NODIA

2010

**294.** The 'physical setup' in a village meeting should prioritize:
(A) Unnecessary material luxury and extravagance
(B) High-cost and complex presentation technology
(C) Complete physical isolation of the main speaker
(D) Physical comfort, visibility, and clear audibility

2018

**295.** Which of the following best demonstrates the principle of 'readiness' in adult learning?
(A) Teaching a farmer about frost protection in the middle of summer
(B) Teaching a farmer about pest control during a pest outbreak
(C) Forcing attendance at a midnight lecture
(D) Providing irrelevant theoretical data

2013

**296.** Edgar Dale's Cone of Experience suggests that instructional materials should:
(A) Always focus on highly abstract conceptual representations
(B) Limit content presentation to strictly auditory channels
(C) Match the concrete or abstract needs of learners
(D) Systematically avoid providing real-world experiences

2025

**297.** A mass contact method is best for:

(A) Gradually shifting deep-seated negative cultural attitudes
(B) Training a young novice farmer to safely drive a tractor
(C) Resolving a highly sensitive personal or local dispute
(D) Generating rapid initial awareness of a new crop disease

2018

**298.** In a method demonstration, the extension worker must:
(A) Explain steps clearly during performance and practice
(B) Deliver verbal explanations as rapidly as possible
(C) Hide all demonstration tools from view until the end
(D) Politely decline to answer any spontaneous questions

NODIA

2005

**299.** A bulletin differs from a leaflet primarily in its:
(A) Lack of text
(B) Length and depth of information
(C) Use of invisible ink
(D) Complete irrelevance to agriculture

2012

**300.** The ultimate goal of using traditional/folk media in agricultural extension is to:
(A) Completely replace professional research scientists
(B) Share scientific facts via traditional cultural formats
(C) Generate high commercial revenues from rural theater
(D) Systematically eradicate regional local dialects

**********

# ANSWERS

**1.** (D) Heutagogy
Heutagogy represents a student-centered instructional strategy that emphasizes the development of autonomous, self-determined learners. In this educational framework, individuals take full responsibility for their own learning path, determining both what is to be learned and how the process occurs. This approach stands distinct from teacher-directed methods by fostering continuous adaptability.

**2.** (C) Internal motivation drives learning
Andragogy operates on the core assumption that adult learners are self-directed and internally motivated rather than driven by external pressures. As individuals mature, their motivation to learn becomes increasingly associated with self-esteem, personal satisfaction, and immediate life needs. This intrinsic drive enables adults to actively engage in educational processes that hold direct personal relevance.

**3.** (B) School children in rural youth clubs
Pedagogy is a teacher-centric instructional methodology primarily designed for young learners who depend heavily on structured guidance. In agricultural extension, this approach is best suited for school children participating in rural youth groups. These younger audiences require foundational knowledge and directed instruction, as they lack the extensive prior experiences typical of mature adult farmers.

**4.** (D) It emphasizes linear and rigid curriculum
Heutagogy prioritizes highly flexible, self-determined, and learner-led educational paths rather than linear or rigid curricula. It relies on double-loop learning, where participants evaluate their assumptions and adapt to dynamic circumstances. This non-linear methodology is highly effective in modern digital farming forums where agriculturalists collaborate and source diverse, non-traditional solutions for localized field problems.

**5.** (A) subject-centered to problem-centered learning
Moving from pedagogy to andragogy marks a transition from subject-centered instruction to problem-centered learning. While traditional pedagogy focuses on transmitting structured academic subject matter to passive students, andragogy centers on addressing practical, real-life problems. Adult learners engage more effectively when educational programs focus on immediate challenges they face in their professional or daily activities.

**6.** (C) Behaviorism
Behaviorism is a psychological learning theory focused strictly on observable, measurable behaviors and their responses to environmental stimuli. It posits that learning occurs through conditioning, where specific rewards or punishments reinforce actions. By prioritizing external behavioral changes over internal cognitive processes, this theory provides a structured framework for training practices that rely on repetitive habit formation.

**7.** (A) Actively built through experiences
Constructivism asserts that knowledge is actively built by learners through their personal experiences rather than passively absorbed from instructors. Individuals continuously integrate new information with their existing cognitive frameworks, interpreting world events through hands-on activities. This process ensures that understanding is deeply contextualized, letting learners construct unique meanings from practical interactions within their environment.

**8.** (D) An active information processor
Cognitivism conceptualizes the human mind as an active information processor, similar to a computer. It focuses on internal mental events, including how information is received, organized, stored, and retrieved. This perspective shifts the educational focus from external behavioral conditioning to understanding the complex internal mental processes that underlie learning, memory retention, and problem-solving capabilities.

**9.** (B) Shaping
Shaping is a behaviorist conditioning technique that involves systematically reinforcing successive approximations of a targeted behavior. By

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rewarding actions that gradually resemble the desired ultimate performance, instructors can guide learners toward mastering complex tasks. This method is highly effective for establishing new, intricate behavioral patterns that are unlikely to occur naturally without structured, step-by-step external reinforcement.

**10.** (B) II
Constructivism encourages individuals to integrate innovative methods with their established traditional knowledge bases. Conversely, behaviorism focuses on external, observable behaviors rather than internal mental processes, which are instead the primary concern of cognitivism. Therefore, only the statement regarding constructivism is accurate, as the other options mischaracterize the core focuses of behaviorism and cognitivism.

**11.** (D) Personal risk tolerance
Personal risk tolerance represents an intrinsic psychological factor that directly influences decision-making and adoption behavior. Unlike external economic incentives, market pricing, or physical infrastructure, risk tolerance originates from within the individual's personality and values. This internal trait determines how comfortable an agriculturalist feels when experimenting with unproven techniques under highly uncertain environmental or financial conditions.

**12.** (A) Cash rewards for adopting new practices
Extrinsic motivation refers to driving behavior through external rewards, pressures, or tangible incentives rather than internal satisfaction. Offering direct cash rewards to farmers who adopt modern agricultural techniques is a clear example of this principle. This external stimulus encourages participation by providing an immediate, objective benefit that does not depend on the learner's preexisting personal interests.

**13.** (B) Perception
Perception is the cognitive process through which individuals select, organize, and interpret sensory stimuli from their environment to form a meaningful understanding. This mechanism allows people to filter vast amounts of incoming physical data based on their interests and needs. Consequently, different individuals may perceive the exact same environmental situations differently depending on their cognitive filters.

**14.** (B) Prior experience on perception
Prior experience heavily shapes how individuals perceive and interpret new information or advice. When agriculturalists encounter past crop failures or negative outcomes, their perception of future technical recommendations becomes highly skeptical. This cognitive filter leads them to ignore or reject sound guidance, as their historical experiences dictate their present expectations and willingness to trust external expertise.

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**15.** (B) I and III
Motivation can be either intrinsic or extrinsic, meaning it does not originate solely from internal desires. Furthermore, perception is highly subjective and varies significantly among individuals within the same community rather than being identical. Since social pressure represents an extrinsic factor and adoption relies on both internal and external elements, statements one and three are incorrect.

**16.** (C) Intellectual skills and knowledge acquisition
Bloom's Taxonomy categorizes learning into three distinct domains, with the cognitive domain focusing specifically on intellectual skills and knowledge acquisition. This domain ranges from the basic recall of factual information to highly complex mental operations such as analysis, evaluation, and creation. It provides a structured framework for designing educational objectives that target mental processing and conceptual understanding.

**17.** (D) Create
In the revised version of Bloom's cognitive taxonomy, creating represents the highest level of intellectual complexity. This stage involves putting diverse elements together to form a novel, coherent functional whole or generating original products. It surpasses lower cognitive actions, such as remembering facts, analyzing structures, or evaluating existing information, by requiring synthesis and original design.

**18.** (C) Personal attitudes and values
The affective domain of Bloom's Taxonomy addresses learning associated with emotions, personal attitudes, values, appreciations, and motivations. It outlines how individuals progress

from simply receiving external values to fully internalizing them into their personal belief systems. This focus is crucial for educational programs that aim to shift learner mindsets, build commitment, and foster positive behavioral philosophies.

**19.** (B) Psychomotor
Calibrating mechanical farm equipment requires physical coordination, manual dexterity, and the precise execution of physical tasks, which are core elements of the psychomotor domain. While cognitive understanding is necessary to learn the steps, the actual physical performance and technical manipulation of the machinery demonstrate mastery of motor skills. This highlights the practical application of physical learning.

**20.** (B) II, III and IV
Bloom's Taxonomy contains three domains: cognitive, affective, and psychomotor. The psychomotor domain focuses on physical skills, while the affective domain encompasses receiving and responding to values. Within the cognitive hierarchy, understanding is classified at a lower level than application. This framework is highly relevant to designing effective adult training programs across all three areas of learning.

**21.** (A) Characterization
Characterization is the highest level of the affective domain in Bloom's Taxonomy. It occurs when a person completely internalizes a value, leading them to act consistently and predictably in accordance with this belief. At this stage, the value becomes a defining characteristic of their lifestyle, guiding their everyday decisions and long-term behavior without requiring external reinforcement.

**22.** (C) Negative reinforcement
In operant conditioning, negative reinforcement involves the removal or avoidance of an unpleasant stimulus following a specific behavior, which subsequently increases the frequency of that behavior. Because the elimination of the undesirable condition acts as a reward, the learner is motivated to repeat the target action. This is distinct from punishment, which aims to decrease behaviors.

**23.** (A) Albert Bandura
Albert Bandura formulated the foundational concepts of Social Learning Theory, which emphasizes that people learn within a social context through observation, imitation, and modeling. His work highlighted that learning occurs not only through direct behavioral reinforcement but also through cognitive observation of others, bridging the gap between behaviorist principles and cognitive psychological frameworks.

**24.** (D) Vicarious learning
Vicarious learning occurs when an individual acquires new behaviors or information by observing the experiences, successes, and failures of others. Instead of undergoing direct personal trials, the observer evaluates the outcomes of their peers' actions and adjusts their own behavior accordingly. This cognitive observational process is a cornerstone of effective, low-risk knowledge dissemination in communities.

**25.** (A) Both A and R are true and R is the correct explanation of A.
Social learning theory explains that individuals acquire new habits by observing and modeling the behaviors of others in their community. In agricultural extension, farmers routinely watch progressive peers and evaluate their success before adopting new technologies. Therefore, the assertion regarding the efficacy of social learning is true, and the reason directly explains this dynamic.

**26.** (C) Structuring information for mental processing
Within the cognitive learning paradigm, the extension worker acts as a facilitator who structures technical information to support efficient mental processing, comprehension, and retention. Rather than merely reinforcing mechanical behaviors or providing unstructured exploration, the educator designs materials that align with the learners' memory systems, helping them integrate new concepts with their existing mental frameworks.

**27.** (D) Concrete Experience
Concrete Experience is the starting stage of Kolb's Experiential Learning Cycle, characterized by actively doing an activity or having a direct, hands-on experience. This phase provides the raw, real-world data and personal encounters that serve as the foundation for

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subsequent reflection, conceptualization, and active experimentation, making learning deeply grounded in actual physical practice.

**28.** (A) Reflective Observation
Reflective Observation is the stage in Kolb's Experiential Learning Cycle where learners step back from an experience to analyze what occurred. During this phase, individuals review their actions, contemplate different perspectives, and identify inconsistencies between their understanding and the actual event. This critical reflection is essential for transforming a raw experience into meaningful conceptual learning.

**29.** (B) Abstract Conceptualization
Abstract Conceptualization occurs when a learner synthesizes reflections and observations into logical theories, models, or plans. When a farmer designs a systematic crop rotation strategy based on historical field observations, they are moving from concrete experiences to abstract rule creation. This cognitive stage establishes the theoretical principles that will guide future practical actions in the field.

**30.** (A) P-4, Q-3, R-2, S-1
Kolb's model classifies learning styles by pairing cycle stages: Accommodators prefer concrete experience and active experimentation, while Assimilators combine abstract conceptualization and reflective observation. Convergers rely on abstract conceptualization and active experimentation, whereas Divergers favor concrete experience and reflective observation. Matching these pairs correctly illustrates how different individuals process experiences and develop new skills.

**31.** (A) Government policy
The teaching-learning process consists of five essential, interacting elements: the learner, the teacher, the subject matter, the instructional materials, and the physical environment. While government policies heavily influence the broader educational administration and institutional funding, they do not constitute a direct, immediate operational component of the micro-level classroom or field teaching interaction itself.

**32.** (C) The learner
Modern agricultural extension operates on learner-centered principles, making the learner the central figure in the teaching-learning process. The ultimate success of any educational initiative depends entirely on the changes in behavior, knowledge, and skills achieved by the participant. Therefore, all teaching plans, methods, and support structures must be tailored to their specific needs and circumstances.

**33.** (D) The physical comfort and attention span of the learner
The physical setup of an educational session, including seating arrangements, lighting, ventilation, and acoustics, directly impacts the physical comfort and attention span of learners. A poorly arranged environment can create distractions, induce fatigue, and reduce overall engagement. Optimizing these conditions ensures that participants can focus entirely on the educational content and hands-on activities.

**34.** (C) Facilitate understanding and retention of information
Instructional materials, such as charts, models, and pamphlets, are designed to facilitate the understanding and retention of technical information. They support the educator by making complex concepts visual and concrete, thereby reinforcing memory. While they cannot replace personal instruction or field experience entirely, they significantly enhance learning efficiency by engaging multiple senses during the process.

**35.** (A) Attention → Interest → Desire → Conviction → Action → Satisfaction
The extension teaching process follows a logical behavioral sequence: capturing attention, building interest, developing a desire to change, establishing conviction about the practice, driving action, and delivering satisfaction with the results. This structured progression ensures that the target audience is systematically guided from initial awareness of an innovation to its permanent adoption and integration.

**36.** (D) Immediate, real-life professional problems
Adult learners are highly pragmatic and problem-centered, meaning they are motivated to learn when education addresses immediate, real-life professional problems. They show less interest in highly abstract, theoretical, or historic subjects that lack clear practical utility. Tailoring training sessions to solve current operational challenges ensures high engagement, active participation, and faster adoption of new techniques.

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**37.** (A) Engage directly in the learning activity
The principle of active participation emphasizes that adults learn most effectively when they directly engage in the learning activity rather than passively listening. Hands-on experience, interactive discussions, and real-time problem-solving reinforce knowledge and develop practical skills. This active involvement increases self-confidence and facilitates the integration of new techniques into the learners' daily routines.

**38.** (C) Involving multiple senses increases learning retention
Multi-sensory engagement is grounded in the educational principle that involving multiple senses during instruction significantly increases learning retention and comprehension. When individuals can simultaneously see, hear, touch, and perform a task, the cognitive processing of the information is enhanced. This multi-channeled approach creates stronger mental connections, reducing the likelihood of forgetting the presented concepts.

**39.** (A) A shift in social roles or real-life problems
Adults develop a strong readiness to learn when they experience a shift in their social roles, developmental stages, or face real-life problems. These changes create a practical need to acquire new knowledge or skills to manage new responsibilities effectively. Consequently, educational programs are most successful when aligned with these naturally occurring life transitions and challenges.

**40.** (B) II
Adults are self-directed learners who draw extensively on their rich prior experiences to process new information. Furthermore, positive reinforcement is highly effective in adult education, as it validates progress and sustains motivation. Because statement two falsely claims that reinforcement has no effect on adult learners, it represents the only incorrect statement among those presented.

**41.** (B) Direct purposeful experiences
At the base of Dale's Cone of Experience lie direct, purposeful experiences. These hands-on, real-life interactions represent the most concrete form of learning, where individuals participate actively in the actual environment using all their senses. This level of engagement provides the highest rate of information retention, serving as the foundation for more abstract concepts.

**42.** (C) Verbal symbols
According to Dale's Cone of Experience, verbal symbols, such as written or spoken words, sit at the very peak of the cone, representing the most abstract form of experience. Unlike field trips or demonstrations, verbal symbols carry no physical resemblance to the concepts they represent, requiring high cognitive processing and literacy to interpret accurately.

**43.** (D) Immediately above direct purposeful experiences
Contrived experiences sit immediately above direct purposeful experiences on Dale's Cone of Experience. These experiences involve using edited representations of reality, such as models or mock-ups, to make complex topics easier to understand. They are slightly more abstract than direct, real-world experiences because they simplify real conditions, yet they remain highly concrete and hands-on.

**44.** (A) Sight and hearing
Iconic learning experiences in Dale's Cone of Experience occupy the middle section of the model, relying primarily on the senses of sight and hearing. These experiences involve interpreting visual and auditory stimuli through media like motion pictures, television, recordings, and still slides, where learners observe events without necessarily participating in direct physical manipulation.

**45.** (B) II and IV
In Dale's Cone of Experience, the base represents the most concrete experiences, and direct purposeful experiences yield the highest learning retention. Demonstrations are indeed more concrete than static visual symbols. However, the cone is a descriptive classification tool rather than a rigid prescription of a mandatory teaching sequence, making statements two and four correct.

**46.** (B) Individual, group, and mass contact
When classified by their pattern of use, extension teaching methods are divided into individual, group, and mass contact methods. Individual methods focus on one-on-one interactions, group methods target cohesive gatherings of multiple learners, and mass contact methods reach very

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large, geographically dispersed audiences. This classification helps educators select appropriate strategies based on audience size.

**47.** (A) Farm and home visit
A farm and home visit is a classic individual contact method in agricultural extension. It involves a one-on-one interaction between the extension agent and the farmer at their actual workplace or residence. This highly personalized approach allows the educator to give specific advice tailored to the unique physical, economic, and family conditions of that household.

**48.** (C) Awareness
Mass contact methods, such as radio broadcasts, television programs, and circular letters, are highly effective during the initial awareness stage of the adoption process. They allow extension agencies to rapidly disseminate information about new technologies to large, diverse audiences. However, they are less suited for facilitating complex skill development or personal evaluation stages.

**49.** (D) Sharing experiences and peer discussion
Group contact methods, such as meetings, field days, and method demonstrations, are highly suitable for facilitating peer discussion and the sharing of practical experiences. These interactive settings allow farmers to learn from one another, observe peer successes, and build mutual support, which collectively strengthens local decision-making and accelerates the adoption of improved agricultural practices.

**50.** (A) II and V
Farm clinics operate as individual contact methods, and circular letters serve as mass contact tools. Television is classified as a mass contact method rather than a group method. Additionally, individual contact methods have a high cost per head due to the intensive time required, meaning statements two and five are incorrect in this context.

**51.** (B) To teach how to carry out a specific skill or practice
The primary purpose of a method demonstration is to show learners step-by-step how to perform a specific physical skill or agricultural practice. It focuses on the mechanics of the task, helping participants acquire psychomotor skills through observation and subsequent practice, rather than proving the long-term economic superiority of a new technology.

**52.** (D) Prove the superiority of a new practice
A result demonstration is designed primarily to prove the local suitability and economic superiority of a new agricultural practice compared to old methods. By showing tangible, measurable outcomes, such as higher crop yields or reduced costs over an entire season, it builds conviction among local farmers and encourages them to adopt the recommended innovation.

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**53.** (A) Much longer
The timeframe of a result demonstration is much longer than that of a method demonstration. While a method demonstration is completed in a single short session, a result demonstration spans an entire crop season or production cycle to show complete, measurable outcomes. This extended duration is necessary to document and prove comparative advantages.

**54.** (C) The participating farmer under supervision
In a result demonstration, the participating farmer conducts the actual crop cultivation and labor on their own land, operating under the technical supervision of the extension agent. This arrangement ensures that local peers view the results as realistic and achievable under normal local conditions, rather than as an outcome of artificial research station management.

**55.** (A) Both A and R are true and R is the correct explanation of A.
Method demonstrations are highly effective for teaching psychomotor skills because they present a systematic, step-by-step visual and auditory breakdown of a physical task. This allows observers to understand the exact hand movements and procedures required. Thus, both the assertion and the reason are true, with the reason providing a direct logical explanation.

**56.** (D) To showcase result demonstration outcomes to a group of farmers
The main objective of organizing a field day is to showcase the successful outcomes of a result demonstration to a group of neighboring farmers. Held directly at the demonstration plot, this event allows visitors to observe the performance of a new practice firsthand, discuss results with the host farmer, and ask technical questions.

**57.** (B) Observing innovative farming practices firsthand in other regions
Exposure tours are designed to help farmers observe innovative agricultural practices firsthand in other progressive regions or research institutions. This experiential learning method breaks local skepticism by showing real-world applications of technology. It stimulates interest and provides participants with direct opportunities to interact with successful peers and adapt new ideas to their own farms.

**58.** (C) Group and mass
A Kisan Mela is a large-scale agricultural event that integrates group and mass contact methods to disseminate technology. It features mass communication elements, such as educational displays, publications, and crop competitions, alongside group methods, including live demonstrations, small-group seminars, and interactive question-and-answer sessions, to reach a broad audience while maintaining direct participant engagement.

**59.** (D) Ensuring a logical flow of thematic exhibits
Organizing a successful agricultural exhibition requires ensuring a logical flow of thematic exhibits to guide visitors systematically through the educational message. This layout prevents confusion, maintains viewer interest, and helps deliver a clear narrative. Using visual aids, interactive models, and concise captions further enhances learning without requiring visitors to read extensive, text-heavy descriptions.

**60.** (A) P-4, Q-2, R-1, S-3
Matching extension events with their characteristics clarifies their roles: a Field Day is held at the site of a successful result demonstration, while a Kisan Mela is a large-scale event with diverse stalls. Exposure tours involve traveling to observe distant successes, whereas an Exhibition relies on a systematic thematic display of visual charts and models.

**61.** (B) An optical lens and a light source
Projected audio-visual aids rely on an optical lens system and a built-in light source to enlarge and display images onto a screen or wall. This hardware setup allows small visuals, slides, or digital files to be made visible to larger audiences, distinguishing projected aids from static, non-projected materials that rely solely on ambient room lighting.

**62.** (B) LCD projector
An LCD projector is classified as a projected visual aid because it uses an internal light source and electronic lenses to project digital images or video onto an external screen. In contrast, flannel graphs, flashcards, and bulletin boards are non-projected visual aids that do not require optical projection equipment or electricity to be seen.

**63.** (A) Dependence on reliable electrical power
A significant limitation of using projected audio-visual aids in remote rural areas is their dependency on a reliable source of electrical power. In regions with frequent power outages or lacking grid infrastructure, operating projectors and sound systems becomes highly challenging, often requiring extension agents to transport heavy portable generators or battery setups.

**64.** (C) The content is culturally appropriate and clearly visible
When selecting a projected aid, the extension worker must ensure that the visual content is culturally appropriate and clearly visible to everyone in the audience. The images and messages must align with local values to prevent misunderstandings, while the physical setup must allow clear viewing from all seating positions, regardless of literacy levels.

**65.** (B) Selection → Preparation → Presentation → Follow-up
The correct planning sequence for using an audio-visual aid begins with the selection of the tool based on audience needs. This is followed by detailed preparation of the materials and equipment, then the actual presentation during the session, and finally a systematic follow-up to address questions and evaluate the learning outcomes.

**66.** (C) Catching attention and delivering a brief message
A poster is an effective visual aid designed primarily to catch the public's attention and deliver a brief, highly focused message. It uses bold illustrations and minimal text, making it ideal for creating broad awareness or announcing events, rather than teaching complex technical processes or providing deep statistical details that require extensive reading.

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**67.** (B) Flannel graph
A flannel graph is a non-projected visual aid consisting of a board covered with rough flannel cloth. Cut-out figures, backed with a rough texture like sandpaper, adhere easily to the cloth surface when pressed against it. This simple physical mechanism allows educators to build stories and present information step-by-step without adhesives or electricity.

**68.** (B) A small group of 10-20 people
Flashcards are small cards shown sequentially to tell a story or explain a process, making them most effective for small groups of ten to twenty people. Because of their limited physical dimensions, larger audiences will struggle to see the detailed illustrations, which reduces the cards' educational impact and hinders interactive discussion.

**69.** (A) A model
A scale replica of a biogas plant is classified as a model. Models are three-dimensional, simplified representations of real objects, often constructed at a reduced or enlarged scale to make them easier to study. They allow learners to examine the external structure and internal components of systems that are otherwise too large or complex to view.

**70.** (B) II
Non-projected visual aids are highly valued because they do not depend on electricity. Posters should feature clear, bold visuals and very brief text rather than dense paragraphs. Flannel graphs, however, allow educators to build stories dynamically by adding figures step-by-step. Therefore, only the statement regarding flannel graphs is accurate.

**71.** (A) How recent the information is
In agricultural journalism, timeliness is a fundamental news value that refers to how recent and current the information is. Audiences require up-to-date reports regarding weather conditions, pest outbreaks, or market prices to make immediate, effective farming decisions. Outdated information loses its news value and utility, making prompt reporting essential for agricultural media.

**72.** (D) At the very beginning (the lead)
The inverted pyramid writing structure places the most crucial information at the very beginning of the news story, specifically in the lead paragraph. This formatting ensures that busy readers grasp the essential facts immediately. Secondary details and background context are arranged in descending order of importance throughout the remainder of the article.

**73.** (B) Proximity
Proximity is the news value that focuses on the geographic or emotional closeness of an event to the target audience. Farmers are highly interested in agricultural developments, trials, or market trends happening within their own district or region. Localized news holds greater practical relevance and direct utility for their daily farm management decisions.

**74.** (C) Structured interviewing
Structured interviewing is a news-gathering technique that involves direct, organized dialogue with a subject matter expert using a prepared list of questions. This method allows journalists to obtain accurate, detailed technical insights and authoritative statements directly from researchers or specialists, ensuring the resulting news piece remains factually sound and practically useful.

**75.** (A) II and IV
The inverted pyramid structure is a standard journalistic framework used for factual news reporting rather than fictional writing. It starts with the most critical facts, answering key questions in the lead, and tapers down to minor details, allowing easy editing from the bottom. Statements two and four are therefore incorrect because they mischaracterize this structure.

**76.** (A) A single sheet, unfolded or folded once
A leaflet is a small printed extension publication characterized by a single sheet of paper, which may be unfolded or folded once to create four pages. It focuses on a single, specific topic or recommendation, delivering concise, easy-to-read information designed to create quick awareness or provide simple instructions to the target audience.

**77.** (B) It consists of a single sheet folded multiple times into panels
A folder differs from a leaflet primarily in its physical folding structure. While a leaflet is a single sheet unfolded or folded once, a folder consists of a single sheet folded multiple times,

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creating several distinct panels or pages. This design allows for a more organized, sequential presentation of text and illustrations without binding.

**78.** (B) Bulletin
A bulletin is a detailed, comprehensive agricultural publication that typically spans twenty-four to forty-eight pages. It covers a broad subject, such as crop cultivation or livestock management, in significant detail. Bulletins serve as valuable reference guides for progressive farmers, students, and extension agents who require thorough, scientifically backed technical information.

**79.** (A) Proper sequencing of text and visuals across spreads
Pagination rules for multi-page extension publications require that the page layout ensures the proper, logical sequencing of text and visual elements across two-page spreads. This careful arrangement maintains readability, prevents visual disruption, and ensures that charts or illustrations appear directly alongside their explanatory text, enhancing the reader's comprehension.

**80.** (B) I, III, IV and V
Booklets contain more pages than simple leaflets, and bulletins provide comprehensive, in-depth subject coverage. Leaflets deliver quick, specific messages, and all print literature relies on audience literacy. Because folders are frequently illustrated with drawings or photos to support comprehension, statement two is incorrect, making the other four statements correct.

**81.** (D) To share timely news and updates with a specific community
The primary purpose of an extension newsletter is to disseminate timely news, progress updates, and localized recommendations to a specific community of interest. Unlike peer-reviewed academic journals, newsletters focus on current events, seasonal tips, and local success stories, fostering a sense of connection and keeping readers informed about relevant agricultural developments.

**82.** (C) Their use of simple, accessible, and non-technical language
Popular farming articles differ from scientific papers primarily by using simple, accessible, and non-technical language. While scientific journals target researchers with specialized jargon and detailed statistical analyses, popular articles aim to inform practicing farmers, focusing on the practical application of technology in an easy-to-understand and highly engaging writing style.

**83.** (B) IMRAD (Introduction, Methods, Results, Discussion)
Scientific publications typically follow the standardized IMRAD structural framework, which stands for Introduction, Methods, Results, and Discussion. This logical organization allows researchers to clearly present the background, experimental procedures, findings, and analysis of their work, ensuring that scientific studies remain reproducible and easy for global academic audiences to navigate.

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**84.** (D) Practical applications and benefits of the technology
When writing popular articles for farmers, the main focus should be on the practical applications and direct economic benefits of the featured technology. Readers are primarily interested in how an innovation solves their field problems and improves their income, rather than in the complex research methodologies, extensive literature reviews, or advanced statistical models.

**85.** (D) A is false but R is true.
Popular articles are designed for practicing agriculturalists and must avoid scientific jargon to ensure clear understanding and high readability. Therefore, the assertion advocating for heavy jargon in popular writing is false. However, the reason is true, as technical jargon does indeed build credibility when writing specifically for specialized academic researchers.

**86.** (C) Syllable count per word and sentence length
The Flesch Reading Ease formula calculates text readability using two primary variables: average sentence length and average syllable count per word. Short sentences combined with short, simple words result in higher readability scores. This objective mathematical approach helps writers evaluate and adjust their text complexity to match the literacy levels of their audience.

**87.** (A) The text is easier to read
On the Flesch Reading Ease scale, which ranges from zero to one hundred, a higher score indicates that the text is easier to read. High

scores represent simple, clear writing featuring shorter sentences and vocabulary, whereas lower scores indicate complex, academic text that is difficult for general audiences to comprehend.

**88.** (D) The years of formal education needed to understand the text
The Gunning Fog Index is a readability formula that estimates the years of formal education a person needs to understand a piece of writing on the first reading. By analyzing sentence length and the percentage of complex words, the index yields a score that directly corresponds to standard school grade levels.

**89.** (B) A list of familiar words
The Dale-Chall readability formula uses a specialized list of familiar words known to a high percentage of fourth-grade students as its key component. Any word in a text that does not appear on this list is categorized as difficult, which directly influences the calculated readability grade level of the analyzed document.

**90.** (A) P-3, Q-2, R-1, S-4
Matching these readability concepts demonstrates their distinct methodologies: Flesch Reading Ease indicates easy reading with a higher score, whereas Gunning Fog estimates required educational years. The Dale-Chall formula relies on a predefined list of familiar words, while standard readability variables include sentence length and word complexity metrics.

**91.** (D) The equitable distribution of visual weight
In visual design, balance refers to the equitable distribution of visual weight across a page layout. This weight is created by elements such as shapes, text blocks, images, and colors. Achieving balance ensures that no single portion of the design overpowers the rest, creating a sense of stability, harmony, and aesthetic comfort for the viewer.

**92.** (A) The relative size and scale of design elements
The design principle of proportion deals directly with the relative size, scale, and spatial relationships between different elements in a page layout. Proper proportion ensures that key items, such as main headlines or primary images, appear visually larger and more prominent than secondary elements, creating a balanced and easily navigable visual structure.

**93.** (B) Sequence
Sequence is the design principle that systematically guides the viewer's eye through a layout in a predetermined reading path. By carefully arranging elements based on size, color, and positioning, designers create a visual flow that leads the audience from the most critical headline or image down to the supporting body text.

**94.** (B) Emphasis and catching attention
In print media design, contrast is primarily used to achieve emphasis and catch the reader's attention. By placing highly dissimilar elements together, such as dark text on a light background or large elements next to small ones, designers create visual interest that draws the viewer's eye directly to key information.

**95.** (B) Image → Headline → Subhead → Body Text
The standard visual hierarchy sequence begins with a compelling image, which acts as the initial focal point to capture attention. This leads the reader's eye to the main headline, followed by the explanatory subhead, and finally to the detailed body text. This natural flow maximizes reader engagement and structures information efficiently.

**96.** (C) Conversational and spoken-word friendly
When drafting a radio script, the language must be highly conversational and spoken-word friendly. Because radio relies entirely on auditory delivery, sentences must be easy to speak and natural to hear. Avoiding formal academic jargon, complex sentence structures, and dense statistics ensures that listeners can easily follow and digest the broadcast content.

**97.** (D) To guide the expert to share practical information
The optimal role of a radio interviewer is to guide the guest expert to share practical, easily understandable information with the audience. The interviewer should facilitate the discussion, asking clear questions that prompt actionable insights and keeping the conversation focused on the needs of the listeners rather than dominating the broadcast.

**98.** (C) Double spacing with cues for sound effects
Farm broadcasting scripts typically use double-spaced formatting combined with clear, explicit cues for sound effects and music. This spacious

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layout allows announcers to read the text easily without losing their place, while the production cues ensure seamless integration of auditory elements during recording or live transmission.

**99.** (B) Warmth, sincerity, and clarity
The tone of an agricultural radio broadcast should reflect warmth, sincerity, and clarity. Delivering messages in a friendly, respectful, and conversational manner builds trust and rapport with rural audiences. Clear, uncomplicated explanations of technical practices ensure that listeners can easily understand and remember the recommendations.

**100.** (B) II
Radio requires writing specifically for auditory consumption, and conversational dialogues are much more engaging than lengthy monologues. Conversely, complex tables and dense numerical data are highly difficult to convey over the radio because listeners cannot refer back to visual charts. Therefore, statement two is incorrect in this context.

**101.** (A) To plan out scenes and shots visually and sequentially
The primary purpose of a storyboard in video production is to plan out scenes and camera shots visually and sequentially before filming begins. It consists of a series of drawings or images that illustrate the flow of the narrative, helping the production crew coordinate camera angles, actions, and pacing.

**102.** (C) Audio and Video
A standard two-column video script separates the visual elements from the auditory elements by dedicating one column to video and the other to audio. The video column describes camera actions, angles, and movements, while the audio column contains the narration, dialogue, sound effects, and background music, ensuring clear alignment during production.

**103.** (A) Action, urgency, or excitement
In video pacing, a rapid succession of short shots is a visual editing technique used to convey action, urgency, or excitement. By shortening the duration of each shot, the editor increases the visual rhythm, keeping the audience highly engaged and signaling that dynamic or critical events are taking place on screen.

**104.** (D) Wide/Long shot
A wide or long camera shot is best suited for showing the broader context of an agricultural field or farm environment. This framing captures the entire landscape, establishing the spatial relationship between different elements, such as machinery, crops, and buildings, which helps viewers understand the overall setting of the demonstration.

**105.** (C) I, II and III
Visual pacing establishes the video's rhythmic flow, and standard two-column scripts divide content into video instructions and audio details. Storyboarding is an essential, highly beneficial pre-production step in modern digital media creation. Since statement four is incorrect, the first three statements are correct.

**106.** (C) Along the gridlines that divide the frame into nine equal parts
The Rule of Thirds in photography is an aesthetic composition guide that involves dividing the camera frame into nine equal parts using two horizontal and two vertical gridlines. Placing the main subject or key compositional elements along these lines or at their intersections creates more balanced, dynamic, and visually interesting photographs.

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**107.** (D) Aperture, Shutter Speed, ISO
The exposure triangle in photography consists of three fundamental components: aperture, shutter speed, and ISO. These variables work together to control the amount of light that reaches the camera sensor, directly determining the brightness, depth of field, motion capture, and overall image quality of the final photograph.

**108.** (A) Aperture
The aperture setting, which refers to the size of the lens opening, primarily controls the depth of field in a photograph. A wide aperture creates a shallow depth of field, blurring the background, while a narrow aperture ensures that both the foreground and background remain sharp and in focus.

**109.** (B) A fast shutter speed
To freeze the fast motion of an active farm tractor in a photograph, a fast shutter speed is required. High shutter speeds open and close the camera shutter very quickly, capturing a fraction of a

second, which prevents motion blur and ensures that moving subjects appear sharp and clear.

**110.** (A) I and V
High ISO values introduce noise and digital grain into images, while the rule of thirds creates dynamic balance rather than perfect symmetry. Shallow depth of field effectively isolates subjects, and wide apertures let in more light. Therefore, statements one and five are incorrect, while the other statements are factually accurate.

**111.** (A) Puppetry
Puppetry is a traditional folk medium that involves the artistic manipulation of inanimate figures or puppets to narrate stories, convey moral lessons, and share educational messages. This interactive, culturally familiar art form is highly effective in rural areas, as it easily captures the attention of diverse age groups.

**112.** (C) Culturally embedded and emotionally resonant
Folk theater is a powerful tool for grassroots communication in rural areas because it is deeply embedded in local culture and emotionally resonant with communities. By using familiar languages, local dialects, and traditional narratives, folk performers can easily convey complex development messages, build trust, and inspire meaningful community changes.

**113.** (D) Direct interaction in open public spaces
Street plays are characterized by direct, highly engaging performances conducted in open public spaces, such as village squares or weekly markets. They do not require formal stages or expensive lighting, relying instead on high energy, loud voices, and immediate audience interaction to deliver strong educational and social messages.

**114.** (C) To encode agricultural messages into familiar, memorable tunes
Folk songs can be highly effective in agricultural extension when used to encode technical agricultural messages into familiar, culturally traditional melodies. This strategy leverages local oral traditions, making complex information highly memorable and easily reproducible, which helps rural communities retain and share technical practices naturally within their social networks.

**115.** (A) Both A and R are true and R is the correct explanation of A.
Traditional media remain highly relevant in rural extension because they enjoy deep cultural acceptance and local credibility. Even as digital communication expands, folk art forms connect with communities on a personal, emotional level. Therefore, both the assertion and the reason are true, and the reason directly explains the enduring relevance of traditional media.

**116.** (D) Constructivism
Constructivism posits that learning is an active cognitive process where individuals construct meaning and build unique understandings based on their personal experiences. Rather than passively receiving and storing external information, learners actively interpret new situations by integrating them with their existing knowledge frameworks, making education highly personalized and context-dependent.

**117.** (A) Belief in one's capability to perform a specific task
In the context of intrinsic motivation, self-efficacy refers to an individual's personal belief in their own capability to successfully perform a specific task. This internal confidence directly influences how much effort a person will expend, how long they will persist through challenges, and their overall likelihood of adopting new practices.

**118.** (C) Waiving a penalty when a farmer adopts sustainable practices
Waiving an existing financial penalty or regulatory fee when a farmer adopts sustainable practices is a classic example of negative reinforcement. By removing an unpleasant stimulus as a direct consequence of a desired action, the extension authority successfully encourages the repetition and long-term adoption of that beneficial behavior.

**119.** (A) Cognitivism
Cognitive maps and mnemonics are educational tools primarily associated with cognitivism. This learning theory focuses on understanding how the human mind organizes, stores, and retrieves information. By using structured visual frameworks and memory aids, educators help learners build clear mental associations, facilitating the active processing and retention of complex technical concepts.

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**120.** (A) P-1, Q-4, R-3, S-2
Matching these teaching methods highlights their operational scales: farm visits are distinct individual contact methods, while workshops represent structured group methods. Radio broadcasts are designed for widespread mass contact. Result demonstrations can serve as individual or group methods, depending on whether they are viewed individually or used as meeting venues.

**121.** (B) Abstract Conceptualization
Under Kolb's Experiential Learning Cycle, a learner who prioritizes logical thinking, systemic planning, and ideas over personal feelings is utilizing the Abstract Conceptualization mode. This cognitive phase focuses on building theories and structural models to understand experiences, allowing the individual to approach problems intellectually rather than intuitively.

**122.** (C) Malcolm Knowles
Malcolm Knowles popularized the term andragogy, developing a comprehensive theory of adult education that distinguishes how adults learn from traditional pedagogy. His model outlines key assumptions regarding adult learners, emphasizing their self-directed nature, rich reservoir of experience, practical orientation toward problem-solving, and strong internal motivation to learn.

**123.** (D) Need-based and scientifically sound
The subject matter in any agricultural extension program must be need-based and scientifically sound. It must directly address the immediate, practical challenges faced by local farmers while remaining grounded in verified scientific research, ensuring that the recommendations are both useful and technically reliable under field conditions.

**124.** (A) Positive reinforcement increases the likelihood of behavior repetition
The principle of reinforcement indicates that positive reinforcement, such as encouraging feedback or visible crop improvements, increases the likelihood that a learner will repeat and adopt a behavior. By rewarding progress, educators help adult learners build confidence and sustain their commitment to implementing recommended agricultural practices.

**125.** (B) Analyze the problem → Select the farmer → Execute → Evaluate
The correct planning sequence for a result demonstration begins with analyzing the local problem. This is followed by selecting a suitable, cooperative host farmer, executing the demonstration under local farm conditions throughout the crop season, and finally evaluating the overall results and economic advantages achieved.

**126.** (B) Friction between rough surfaces
A flannel graph relies on the physical principle of friction between rough surfaces to function. When cut-out figures backed with a rough texture like sandpaper are pressed against the rough flannel board, the interlocking fibers create enough friction to hold the visuals in place without any chemical adhesives.

**127.** (A) Prominence and unusualness
When a local farmer breaks a national record for crop yield, the news values of prominence and unusualness are highly satisfied. This exceptional, rare achievement represents an extraordinary event that naturally captures public interest and holds significant educational value, motivating other agriculturalists in the region.

**128.** (C) Layout elements relate to create a unified whole
In visual layout design, harmony implies that all individual design elements, such as fonts, colors, and images, relate to one another to create a unified, visually pleasing whole. This aesthetic consistency ensures that the design is easy to navigate, preventing visual clutter and supporting clear communication.

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**129.** (D) Spatial continuity and screen direction
The 180-degree rule, or avoiding crossing the line during video production, is critical to maintain spatial continuity and consistent screen direction. By keeping the camera on one side of an imaginary axis, filmmakers ensure that characters or objects maintain their relative positions, preventing viewer confusion.

**130.** (C) Bright daylight
A low ISO setting is best used in bright daylight conditions. Lower ISO values make the camera sensor less sensitive to light, which prevents overexposure in bright environments. This setting also minimizes digital noise and grain, producing

clean, sharp, and high-quality photographs with accurate color reproduction.

**131.** (B) A single sheet of paper folded into panels
A folder in print literature is characterized by a single sheet of paper folded one or more times to create distinct panels or sections. This structural design organizes information sequentially without the need for staple binding, making folders ideal for presenting step-by-step procedures or crop guides.

**132.** (D) Is not on the specified list of familiar words
The Dale-Chall readability formula classifies a word as difficult if it does not appear on a specific, predetermined list of familiar words. This list contains words commonly understood by most fourth-grade students, and a high percentage of unfamiliar words indicates a higher required reading level.

**133.** (A) Short, active, and direct
When writing for a radio talk, sentences should generally be short, active, and direct. Because listeners must process the spoken message in real time, complex or passive sentence structures can easily cause confusion, whereas clear and concise phrases ensure maximum auditory comprehension and retention.

**134.** (C) Painted scrolls (Phad or Patachitra)
The traditional folk medium that uses beautifully painted scrolls, which are sequentially unwound by performers to narrate epic stories or educational messages, is known as Phad or Patachitra. This visual and oral storytelling technique is highly effective for engaging communities and communicating information in rural areas.

**135.** (A) II, IV, I, III
Producing an extension publication follows a logical, step-by-step sequence: first, define the objective and target audience; second, draft the technical manuscript; third, perform editing and layout formatting; and finally, proceed with printing and distribution. This structured approach ensures the publication remains highly relevant and readable.

**136.** (D) Extension is an informal educational process, while school education is formal
The fundamental difference lies in their structural frameworks. While classroom school education is formal, characterized by rigid curricula and academic degrees, agricultural extension is an informal, voluntary, and highly flexible educational process. Extension is designed specifically to help adult learners solve practical, real-life farm problems directly in their own fields.

**137.** (B) Cognitivism
Cognitivism relies heavily on using analogies, such as comparing soil to a sponge, to facilitate learning. This theoretical approach focuses on helping individuals integrate new concepts into their existing mental frameworks by linking unfamiliar technical information with familiar ideas, thereby enhancing understanding, memory storage, and eventual cognitive recall.

**138.** (C) Affective
When a farmer changes their personal attitude towards chemical pesticide use, the affective domain of learning is primarily targeted. This domain in Bloom's Taxonomy addresses emotional development, personal values, feelings, and appreciations, which are critical for driving long-term behavioral shifts and establishing commitments to sustainable practices.

**139.** (D) Relevance of the subject matter
When an extension program fails due to clashing with local cultural norms, the relevance of the subject matter was poorly handled. To be successful, the educational content must align with the values, beliefs, and immediate practical needs of the learners, ensuring it is culturally appropriate and realistic.

**140.** (A) It requires substantial prior preparation and materials
A key limitation of a method demonstration is that it requires substantial prior preparation, careful organization, and specific materials or equipment to be successful. If the extension agent lacks the necessary supplies or fails to practice beforehand, the demonstration can fail to teach the technical skill effectively.

**141.** (B) Method demonstration
The pedagogical principle of learning by doing is most strongly associated with method demonstrations. This educational approach teaches a specific technical skill step-by-step, allowing participants to observe the process and then immediately practice the physical tasks themselves, which reinforces muscle memory and ensures practical mastery of the skill.

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**142.** (B) Delivering information rapidly to a large audience
A major advantage of mass contact methods is their ability to deliver agricultural information rapidly to very large, geographically dispersed audiences. These methods, including radio, television, and print, are highly efficient for creating immediate, widespread awareness about new technologies or urgent weather warnings, despite offering limited individual feedback.

**143.** (A) Slide projector
A slide projector is a projected visual aid that requires a darkened room to ensure maximum visual contrast and clarity. Without reducing ambient light, the projected images will appear washed out on the screen, making it difficult for the audience to see the detailed charts or field photographs clearly.

**144.** (C) Summarize the most critical facts of the story
In journalism, the lead paragraph should ideally summarize the most critical facts of the news story immediately. By addressing key questions like who, what, where, when, and why right at the beginning, the lead captures the reader's attention and delivers the core message without requiring them to read further.

**145.** (A) Both A and R are true and R is the correct explanation of A.
Non-projected visual aids, such as posters, charts, and flannel graphs, are highly reliable tools in remote villages because they do not require electricity to operate. This independence ensures that educational sessions can proceed smoothly without power. Therefore, both statements are true, and the reason directly explains the assertion's validity.

**146.** (C) The style and appearance of printed text
Typography in visual design primarily concerns the style, arrangement, and appearance of printed text on a page. It includes selecting fonts, adjusting point sizes, managing line spacing, and organizing headings, which collectively influence the readability, aesthetic appeal, and overall visual communication effectiveness of extension publications.

**147.** (B) An unscripted or ad-lib interview
A radio interview where the presenter and technical expert converse casually without a rigid script is known as an unscripted or ad-lib interview. This spontaneous format creates a natural, highly engaging conversational flow, making complex agricultural topics feel approachable and interesting to the listening audience.

**148.** (D) Location scouting
Location scouting is an essential pre-production step in video production. It involves visiting potential filming sites beforehand to evaluate lighting conditions, acoustics, and suitability for agricultural demonstrations, ensuring that the actual shoot proceeds efficiently and that the resulting visual footage is of high quality.

**149.** (A) 18mm
To capture a wide-angle landscape shot of a farm, a short focal length lens like an 18mm is most appropriate. Lenses with short focal lengths provide a broad field of view, allowing the photographer to capture expansive fields, machinery, and sky in a single, comprehensive frame.

**150.** (A) P-1, Q-2, R-3, S-4
Matching these formulas clarifies their unique metrics: the SMOG formula counts polysyllabic words in thirty sentences, whereas Flesch-Kincaid translates reading ease into grade levels. The Gunning Fog index calculates readability using complex word percentages, while Flesch Reading Ease outputs a score from zero to one hundred based on sentence components.

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**151.** (B) Facilitate immediate two-way audience interaction
Folk media, such as street plays and local songs, are deeply rooted in community traditions and cultural contexts. Unlike modern mass media, which typically broadcast messages unidirectionally, these traditional formats enable direct, personal engagement with the audience. This closeness allows for immediate feedback and active two-way communication, making the developmental messages highly persuasive and easily accepted by rural communities.

**152.** (C) An informal farmer whose advice is respected by peers
Opinion leaders in agricultural extension are individuals within a local community who exert significant informal influence over the attitudes and behaviors of others. They are not officially

appointed officials but rather ordinary farmers whose experience, success, and integrity earn them the respect of their peers. Extension agents collaborate with them to accelerate the diffusion of modern agricultural technologies.

**153.** (D) Creating
Bloom's Taxonomy categorizes cognitive educational objectives into progressive levels of complexity. The highest level of this taxonomy involves putting together diverse elements to form a functional, coherent whole or reorganizing components into a completely new structure. Designing and constructing a novel farming implement by synthesizing scientific principles represents a practical application of this advanced cognitive creation process.

**154.** (A) Retention
Social Learning Theory outlines four key observational learning processes that occur sequentially. First, the learner must pay attention to the model's behavior. Immediately following this attentional phase, the learner must retain the observed behaviors in memory through cognitive organization and coding. This retention phase is crucial because individuals cannot perform a modeled behavior unless they accurately remember it.

**155.** (B) Instructional materials and methods
The teaching-learning environment consists of several interdependent components, including the instructor, learners, subject matter, physical facilities, and instructional media. Among these, the extension professional has direct control and manipulation capabilities over the educational methods and supporting materials utilized. Selecting and organizing these tools effectively allows the agent to facilitate clear communication and optimize knowledge transfer to farmers.

**156.** (B) Concrete to abstract
Edgar Dale's Cone of Experience is a visual model that classifies various educational media and learning experiences based on their level of concreteness. The base of the cone represents direct, purposeful, hands-on experiences, which are highly concrete. As one moves upward toward the apex, the experiences become increasingly symbolic, represented by verbal and visual abstractions that require higher cognitive processing.

**157.** (A) Personal farm and home visits
Individual contact methods are highly effective for addressing specific agricultural concerns. Personal farm and home visits allow the extension agent to directly observe physical field conditions, understand the household's unique socioeconomic context, and build mutual trust. This face-to-face interaction facilitates a highly customized diagnostic assessment and tailored recommendations, which cannot be achieved through mass or group media.

**158.** (C) Selecting representative farmers and keeping records
Result demonstrations prove the local feasibility and economic value of a new technology by comparing it directly with traditional practices. For this method to convince other community members, the demonstration must be conducted by typical local farmers on representative land. Maintaining precise, transparent crop records throughout the trial ensures that the final yield and financial comparisons remain credible.

**159.** (D) Radio
Mass communication channels can be classified into print and electronic media. Printed materials like leaflets and bulletins are permanent records that readers can revisit at their convenience. In contrast, broadcast media such as radio are inherently ephemeral because the transmitted spoken messages exist only in the moment of broadcast. Listeners cannot easily pause or review the content once delivered.

**160.** (C) Flip chart
Non-projected visual aids are widely used in agricultural training because they are portable and require no electricity. A flip chart is constructed of sequential large sheets of paper fastened together at the top edge. The presenter displays these pages one by one to a small group, flipping them over in order to build a structured narrative or step-by-step instruction.

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**161.** (B) The physical location and date where the story originated
In journalism, the dateline is a brief text segment located at the very beginning of a news article. It explicitly states the physical geographic location, such as the town or city, and the specific date on which the reported event or story was filed. This information establishes immediate context

and geographic relevance for readers tracking agricultural developments.

**162.** (D) Objective, factual, and logically structured
Extension bulletins are specialized print publications designed to provide farmers and field staff with comprehensive, highly practical technical information on specific agricultural subjects. To maintain scientific credibility and ensure easy comprehension, the writing style must remain strictly objective and factual. Organizing the content logically with clear headings helps readers quickly locate and apply the recommended practices.

**163.** (A) Practicing farmers and interested laypersons
Unlike academic papers written for the scientific community, popular farming articles are published in local newspapers, agricultural magazines, or newsletters. These articles translate complex scientific findings into clear, simple language. Their primary objective is to engage and inform active practitioners, rural landowners, and laypersons who seek direct, practical recommendations for their daily agricultural operations.

**164.** (C) Using active voice and shorter words
Readability is crucial when communicating technical innovations to diverse rural populations with varying literacy levels. Complex terminology, long passive sentences, and dense academic structures create cognitive barriers. Using the active voice and shorter, highly familiar words simplifies sentence construction. This approach ensures that the educational messages are easily understood, retained, and acted upon by farmers.

**165.** (A) I, III, IV, II, V
The adoption process represents the mental sequence of stages an individual passes through from first hearing about an innovation to final adoption. This process begins with awareness, followed by the development of interest. The individual then evaluates the utility of the technology, conducts a small-scale trial, and finally decides to adopt and integrate the practice permanently.

**166.** (D) Emphasis
Graphic layout and design rely on several fundamental principles to organize visual communication. Emphasis is the design principle used to create a clear focal point within a layout. By manipulating size, contrast, color, or placement, the designer guides the reader's eye first to the most critical message or illustration, ensuring immediate comprehension of the main idea.

**167.** (B) Two
Radio formats are selected based on the communication objective and audience needs. A radio dialogue is a conversational format that typically involves exactly two participants, such as an extension specialist and a farmer or interviewer. This two-person interaction makes the program feel highly natural, conversational, and engaging for listeners, avoiding the potential monotony of a single-speaker lecture.

**168.** (C) Supplemental footage supporting the audio narration
In video production, footage is categorized into primary and secondary shots. The main interview or talking-head segment is called A-roll. B-roll refers to the supplemental or alternative footage inserted to visually illustrate the narrator's spoken points. This secondary footage enhances visual pacing, keeps the audience engaged, and hides cuts in the primary interview audio tracks.

**169.** (D) Boost sensor sensitivity to light in dim conditions
In photography, the exposure triangle consists of aperture, shutter speed, and ISO. The ISO setting determines the camera sensor's sensitivity to incoming light. High ISO values are selected when shooting in low-light environments, such as during dusk or inside dim agricultural buildings. However, this adjustment can introduce visible digital noise or grain into the resulting image.

**170.** (A) I and V
Folk media is highly flexible and dynamic, allowing traditional performances to integrate modern educational and developmental messages seamlessly. These methods are designed for live, community-based interactions using local languages and cultural practices. Therefore, they do not require digital projection systems or modern technology, making statements describing them as inflexible or dependent on digital equipment incorrect.

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**171.** (B) Dynamic and requiring continuous self-adaptation
Heutagogy is the study of self-determined learning, where learners are highly autonomous and actively design their own learning paths. This educational approach is uniquely suited for rapidly changing, unpredictable environments. In these contexts, individuals must continuously adapt, solve complex problems independently, and acquire new skills without relying on a rigid, highly structured curriculum directed by an instructor.

**172.** (B) Need to know
Andragogy identifies several fundamental characteristics of adult learners. A core principle is that adults must understand the direct relevance, benefits, and reasons for learning something before they invest their time and effort. When a farmer questions why they should adopt a new practice, they are demonstrating this fundamental need to know how it improves their current situation.

**173.** (A) Satisfying consequences reinforce behavior repetition
Edward Thorndike's Law of Effect is a foundational principle in behavioral psychology. It states that responses accompanied or closely followed by satisfaction and positive outcomes are more likely to be repeated when the situation recurs. Conversely, responses followed by discomfort or negative consequences are weakened, emphasizing the critical role that reinforcement plays in the learning process.

**174.** (C) Analyzing
Bloom's Taxonomy divides cognitive skills into six progressive hierarchical levels. The analytical level requires the learner to systematically decompose complex material into its constituent parts to examine their organizational relationships. This cognitive task allows the individual to distinguish between facts and inferences, identify underlying patterns, and thoroughly understand how the overall structure of the information is organized.

**175.** (D) Manual motor skills and physical precision
Educational objectives are classified into three primary domains: cognitive, affective, and psychomotor. The psychomotor domain encompasses tasks that require physical movement, coordination, and the use of motor-skill areas. Mastery in this domain is demonstrated by physical precision, speed, and manual dexterity when performing technical tasks, such as operating agricultural machinery or grafting plants in a nursery.

**176.** (C) They provide less individual-specific personal attention
Extension communication methods are categorized based on audience reach. Group methods like meetings and field days are efficient for sharing information with multiple farmers simultaneously. However, because the agent's attention is distributed among many participants, these methods cannot provide the deep, highly customized personal guidance and individual-specific problem-solving that characterize one-on-one personal farm visits.

**177.** (B) Exposure tour
Group contact methods facilitate peer learning and direct observation of innovations. An exposure tour, or study tour, involves taking a group of farmers to visit research stations, progressive farms, or exhibitions. This educational activity exposes participants to successful practices and advanced crop varieties, inspiring them to adopt similar successful technologies on their own land.

**178.** (D) The total volume of printed copies actually distributed
In print journalism and media management, circulation is a key metric used to assess reach and influence. It represents the total number of copies of a newspaper, magazine, bulletin, or newsletter that are regularly printed and distributed to readers through sales, subscriptions, or free distribution networks. High circulation indicates a broader audience reach within communities.

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**179.** (A) Focus on a specific, targeted community
Newsletters are highly specialized print or digital publications designed for regular distribution. Unlike broad-interest commercial newspapers, a newsletter is uniquely characterized by its focus on a specific, targeted community, such as members of a cooperative or local farmers' association. It delivers relevant news, updates, and practical advice tailored precisely to the interests of that group.

**180.** (A) P-4, Q-2, R-1, S-3
Journalism utilizes specific terminology to identify structural elements of a news story.

The headline serves as the article's title, while the byline attributes authorship. The dateline identifies where and when the story originated. Finally, the lead represents the opening paragraph of the text, designed to deliver the most critical facts to the reader immediately.

**181.** (A) Rest the eyes and visually organize content
White space, or negative space, is the empty area around design elements in a printed or digital layout. Rather than being a waste of valuable page space, it is a critical design tool. White space prevents visual clutter, guides the reader's eye through the content, provides visual breathing room, and enhances overall legibility.

**182.** (D) Capitalized text enclosed within parentheses
Writing for radio requires precise formatting cues to distinguish spoken dialogue from technical instructions. Sound effects and musical transitions are critical for setting the scene but must not be read aloud by the speaker. Writers format these non-spoken elements in fully capitalized text enclosed within parentheses, alerting the technical director and producer immediately during production.

**183.** (B) Missing essential visual shots while on location
Storyboarding is the process of creating pre-production sequential sketches that outline each visual shot alongside corresponding audio descriptions. This planning tool ensures the production crew has a clear visual roadmap before filming begins. By detailing necessary camera angles and scenes in advance, the team avoids forgetting to capture essential visual elements while working in the field.

**184.** (C) f-stops
In camera mechanics, the aperture is the physical opening inside the lens that regulates the amount of light reaching the digital sensor or film. The size of this opening is measured in f-stops. A lower f-stop value represents a wider opening that allows more light in, while a higher f-stop indicates a narrower opening that restricts light.

**185.** (D) Edutainment
Edutainment is a communication strategy that integrates educational messages into popular entertainment formats. Using traditional folk songs, puppet shows, or local plays to convey vital healthcare or agricultural information allows extension workers to capture the community's interest. This approach reduces resistance to new ideas by presenting important developmental messages in an engaging, culturally acceptable format.

**186.** (A) Behaviorism
Behaviorism is a psychological learning theory that focuses on observable behaviors rather than internal mental processes. It posits that learners begin as passive entities, or blank slates, whose behavioral responses are shaped entirely by external environmental stimuli and conditioning. Learning is defined as a relatively permanent change in behavior resulting from reinforcement or punishment.

**187.** (B) More sustainable over time than extrinsic drives
Motivation drives human learning and behavioral change. Extrinsic motivation relies on external rewards such as money, prizes, or public praise, which can lose efficacy over time. Intrinsic motivation arises from within the individual, driven by personal interest, curiosity, or a sense of purpose. This internal drive is far more sustainable for long-term behavioral change.

**188.** (B) Prioritizing and resolving value conflicts
The affective domain of educational objectives deals with feelings, values, appreciation, and attitudes. Within this domain, organizing represents a higher-level process where the learner compares, relates, and synthesizes different values. By resolving conflicts between them, the individual begins to build a consistent, internalized value system, prioritizing certain principles over others in their decision-making.

**189.** (A) Perceived as similar and highly successful
Social Learning Theory emphasizes that people learn by observing others. Bandura identified several characteristics of models that increase the likelihood of behavior imitation. A learner is much more likely to adopt a modeled practice if they perceive the model as sharing similar background characteristics and possessing high status, competence, or success within their community.

**190.** (C) To guide, facilitate, and structure learning
In modern learner-centered educational theory, the instructor's role has shifted from being a sole source of knowledge to acting as an active

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facilitator of learning. The teacher designs structured experiences, provides essential resources, and guides the classroom or field process. This supportive approach encourages learners to actively participate and construct their own understanding of the concepts.

**191.** (D) Visual metaphor for experiential concreteness
Edgar Dale developed the Cone of Experience not as a rigid hierarchy or scientific classification of learning styles, but rather as a visual metaphor. The model illustrates the progression of learning experiences from direct, highly concrete activities at the base to highly abstract, symbolic representations at the top, helping educators select appropriate teaching methods.

**192.** (C) Kisan Mela
Extension activities are designed to reach farmers at multiple levels of engagement. A Kisan Mela, or agricultural fair, is a unique composite method. It reaches a mass audience through displays and demonstrations, facilitates group interaction during technical sessions, and offers opportunities for individual contact through one-on-one expert consultations at diagnostic clinics and exhibition booths.

**193.** (B) They deliver focused visual and physical details
Exhibitions serve as powerful educational platforms because they utilize a combination of real objects, live specimens, working models, and posters. This sensory richness provides visitors with focused visual and physical details of agricultural innovations. Seeing actual crops or touching machinery helps farmers clearly understand the practical benefits, stimulating high interest and intent to adopt.

**194.** (D) They are cheap, portable, and easy to sequence
Flashcards are a highly effective non-projected visual aid used for small-group presentations. These cards consist of sequential illustrations printed on heavy paper sheets. Their primary advantages are that they are low-cost to produce, highly portable, require no power source, and can be easily rearranged by the presenter to match the pacing and feedback of the audience.

**195.** (A) I, III, II
The inverted pyramid is a foundational writing style used in news reporting. This structural format arranges information in descending order of importance. The story begins with the crucial lead paragraph, followed immediately by secondary information and supporting facts. Historical background details and non-essential context are placed at the very end of the text.

**196.** (C) Multi-chapter text
A leaflet is a small, single-sheet printed publication designed to provide brief, concise information on a single agricultural topic or practice. Because its primary purpose is to deliver a quick, easily readable message, the layout strictly avoids dense multi-chapter text or extensive theoretical details, focusing instead on simple instructions, bullet points, and supporting illustrations.

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**197.** (A) Capture reader attention quickly
Popular publications must compete for readers' attention in a busy information environment. Unlike academic research articles that use highly descriptive, technical titles, popular articles require short, punchy, and engaging headlines. This design strategy is intended to immediately capture the target audience's interest, encouraging them to stop and read the entire piece.

**198.** (D) Heavy academic jargon
Popular articles are written to inform and engage practicing farmers and interested laypersons. Because these readers have varying levels of formal education, the text must be highly accessible. Authors must avoid dense scientific jargon, complex acronyms, and highly abstract theories, focusing instead on presenting practical recommendations in a simple, direct, and conversational writing style.

**199.** (B) Establish visual connection and organization
Alignment is a fundamental principle of graphic and layout design. It requires that every visual element, whether text block or image, is aligned along a common invisible axis. This deliberate placement prevents a chaotic, scattered appearance, establishes a clear visual connection between related items, and creates a highly structured, organized, and professional layout.

**200.** (A) P-2, Q-4, R-3, S-1
Audio-visual aids are classified by their physical design and instructional function. A specimen is a preserved real object, while a model is a three-dimensional scaled representation of a

structure. A poster is a single sheet conveying a focused visual message, and a flip chart consists of sequential paper sheets bound at the top for presentation.

**201.** (B) 600-750
Writing for radio requires adjusting text length to match conversational speech rates. On average, a professional radio presenter speaks at a speed of approximately one hundred and twenty to one hundred and fifty words per minute. Therefore, a standard five-minute educational talk requires a script containing between six hundred and seven hundred and fifty words.

**202.** (A) Calmness
In video editing, visual pacing is determined by the duration of individual shots within a sequence. When shots are held on screen for several seconds without rapid cuts, the slow tempo establishes a calm, reflective, and steady mood. This deliberate editing technique is highly useful for instructional videos where viewers need time to absorb visual details.

**203.** (B) Fast-moving animals or field machinery
Shutter speed represents the duration of time the camera shutter remains open to expose the image sensor to light. Controlling this setting is crucial when capturing action in the field, such as moving livestock or active machinery. A fast shutter speed freezes motion to prevent blur, while a slow speed can result in significant motion-blur.

**204.** (B) Puppets address sensitive topics without offense
Puppetry is a highly effective traditional folk medium used in developmental communication. Because puppets are fictional, non-human characters, they possess a unique cultural license to address sensitive, controversial, or taboo social issues within a community. They convey important educational messages without causing personal offense or defensive reactions among the local audience.

**205.** (A) Occasions for reflection and further learning
Under the principles of adult learning, mistakes and failures are not viewed as behavior deserving of negative sanctions or signs of low intelligence. Andragogy recognizes that adult learners bring a rich background of experiences to the classroom. Consequently, errors are treated as highly valuable learning opportunities that stimulate critical reflection, analysis, and deeper cognitive understanding.

**206.** (C) A personal inner desire for higher achievement
Behavioral changes and the adoption of modern agricultural practices are influenced by both internal and external forces. Extrinsic factors originate outside the individual, including institutional credit, infrastructural quality, and government subsidies on inputs. An individual's personal inner desire for higher achievement is an intrinsic psychological motivation, representing an internal rather than external drive.

**207.** (D) Appraise and justify options based on clear standards
In Bloom's cognitive domain, evaluation represents a complex, high-level thinking skill. It requires the learner to make judgments about the value of ideas, methods, or materials. To evaluate a farming practice, the farmer must critically appraise its efficiency and justify their choices based on specific criteria such as environmental sustainability and economic return.

**208.** (C) Piaget's cognitive theory
Jean Piaget's cognitive development theory describes how individuals construct mental models of the world. He identified two primary processes for adapting cognitive schemas. Assimilation occurs when a learner fits new information into existing cognitive structures. Accommodation is the process of modifying those internal mental frameworks when new experiences do not align with prior understanding.

**209.** (B) Active readiness to learn new ideas
For agricultural extension efforts to succeed, the learner must be an active participant in the educational process. Successful knowledge transfer does not depend on a farmer's wealth or formal degrees, but rather on their psychological readiness to learn. This internal motivation and openness to new concepts are essential for the adoption of modern agricultural practices.

**210.** (B) I, III and V
The teaching-learning process is highly effective when the instructor maintains strong credibility and the subject matter directly addresses the practical needs of the learners. Additionally, continuous feedback loops are essential for monitoring progress and evaluating

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educational outcomes. Physical environments significantly influence learner concentration, making statements dismissing physical factors or substituting materials for learner effort incorrect.

**211.** (A) A local result demonstration in their village
Skeptical farmers are rarely convinced by theoretical lectures, written materials, or short radio advertisements. Instead, they require tangible local proof. A result demonstration conducted directly within their own village allows them to witness the crop performance under local soil and climate conditions. Seeing the superior yield firsthand is highly persuasive and overcomes skepticism.

**212.** (C) Broad awareness of multiple technological advances
Agricultural extension methods are selected based on the size of the target audience and learning objectives. Large-group events such as Kisan Melas are highly effective mass contact tools. They are specifically designed to create widespread initial awareness of diverse modern technologies, crop varieties, and machinery among thousands of visiting farmers within a short timeframe.

**213.** (A) Faces the audience, using slides as visual guides
Presenters utilizing projected visual aids like slide decks must maintain strong audience engagement. The technology should assist rather than dominate the session. An effective speaker stands to the side of the projection screen, faces the audience directly to maintain eye contact, and uses the displayed slides simply as structural visual guides for their presentation.

**214.** (D) Keep visuals simple, clear, and uncluttered
Non-projected visual aids, such as posters, charts, and flannel graphs, must communicate their message quickly. To ensure maximum visual impact, designers must avoid overcrowding the display with excessive text or highly complex illustrations. Keeping the visual layout simple, clear, and uncluttered allows the audience to instantly grasp and retain the core educational message.

**215.** (B) Direct economic relevance to local farmers
News values dictate whether an agricultural story is worthy of publication. Unlike general entertainment media, agricultural journalism prioritizes factual information that directly impacts the livelihoods of rural communities. Stories focusing on market prices, pest alerts, crop cultivation techniques, and policy updates have high economic relevance, making them valuable to practicing farmers.

**216.** (C) Balanced typography, graphics, and layout
Print materials such as pamphlets, folders, and newsletters must attract and sustain reader interest. To achieve high visual appeal, the design must incorporate balanced typography, high-quality supporting graphics, and a well-organized page layout. Utilizing appropriate font sizes, clear headings, and ample white space prevents cognitive fatigue and improves readability for rural audiences.

**217.** (D) Target academics with rigorous data and methods
Scientific publications and extension bulletins serve different communication purposes. Research articles are peer-reviewed texts written to present rigorous experimental data, statistical analyses, and detailed methodologies to academic peers. Conversely, extension bulletins are practical handbooks designed to translate these scientific findings into clear, direct, and actionable guidelines for farmers and field workers.

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**218.** (A) Complex words and long sentence structures
Readability indexes assess how easily a target audience can comprehend a written document. Standard formulas, such as the Flesch-Kincaid index, analyze grammatical complexity. They penalize text scores when paragraphs contain excessively long, convoluted sentence structures and multisyllabic, complex words. Simplified writing styles are prioritized to make technical instructions accessible to readers.

**219.** (B) Proximity grouping
Proximity is a fundamental design principle that dictates how elements are physically positioned on a page. When related pieces of information, such as an illustration and its corresponding caption, are placed close together, they form a cohesive visual unit. This spatial organization helps readers understand relationships and navigate the content logically.

**220.** (B) Complex statistics and long data tables
Radio is an auditory medium where listeners must grasp information as it is spoken. Because

the audience cannot reread or pause the broadcast, scripts must remain simple. A well-written program avoids complex statistics, precise decimals, and extensive data tables, as these are highly difficult to process aurally and can easily cause listener confusion.

**221.** (A) In the audio column
Professional video production scripts are formatted in a two-column layout to coordinate visual and auditory elements. The left column typically details visual instructions, camera movements, and scene descriptions. The right column, designated as the audio column, contains all spoken dialogue, voiceover narration, and cues for background music and sound effects.

**222.** (C) A strong, distinct foreground element
Creating a sense of three-dimensional depth on a two-dimensional photograph is a key composition technique. Photographers achieve this by establishing distinct visual planes: foreground, midground, and background. Placing a strong, clear element in the immediate foreground provides a sense of scale, guiding the viewer's eye through the frame to create visual depth.

**223.** (D) Evoke deep local emotions and cultural pride
Traditional folk media, such as local street plays and theatrical performances, are highly effective in rural extension campaigns. These art forms are deeply integrated into the cultural fabric of communities. By using local idioms, familiar characters, and historic narratives, they evoke strong emotions and cultural pride, making developmental messages highly acceptable and memorable.

**224.** (C) High learner autonomy
Pedagogy refers to the traditional, teacher-directed method of instruction commonly used in childhood education. In this model, the teacher assumes full responsibility for deciding what is learned, how it is learned, and when. Consequently, pedagogy is characterized by external motivation, subject-centered curricula, and low learner autonomy, unlike self-directed adult learning systems.

**225.** (A) III, II, IV, I
David Kolb's experiential learning cycle describes how individuals transform experience into knowledge through four continuous stages. The process begins with a concrete experience. The learner then engages in reflective observation of that event, proceeds to abstract conceptualization to formulate logical theories, and finally tests these concepts through active experimentation in new situations.

**226.** (D) An internal desire for long-term sustainability
Intrinsic factors are internal psychological motivators that guide a person's behavior. While external forces like seed subsidies, market pricing, and extension agent persuasion provide valuable extrinsic pressure, a farmer's personal commitment to environmental conservation, pride in their land, and internal desire for long-term agricultural sustainability represent powerful intrinsic adoption drivers.

**227.** (A) Understanding
In the cognitive domain of Bloom's Taxonomy, understanding represents the second hierarchical level of learning. It goes beyond simple memorization to demonstrate comprehension. A learner exhibits this cognitive skill by translating, paraphrasing, or interpreting technical instructions into their own words, proving they have grasped the meaning of the educational material.

**228.** (C) Rewarding progressive steps toward a final goal
Shaping is an operant conditioning technique used to establish a new behavior that does not occur naturally. Instead of waiting for the learner to perform the target behavior perfectly, the instructor systematically reinforces successive approximations, or small progressive steps, that lead toward the final desired action, gradually guiding the learning process.

**229.** (A) Provide facts needed to solve a specific problem
The subject matter represents the core content, theories, and technical facts communicated during the teaching-learning process. Its primary function in agricultural extension is to provide learners with accurate, practical, and scientific information required to analyze situations, make informed decisions, and solve specific crop management or livestock problems on their farms.

**230.** (D) Meaningful association
Adult education relies heavily on the existing cognitive frameworks and life experiences of the learners. The principle of meaningful association states that learning is significantly enhanced

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when new technical concepts are linked directly to the farmers' prior knowledge and experiences. This connection makes the information easier to understand, evaluate, and adopt.

**231.** (B) Actively participating in a hands-on field trial
Dale's Cone of Experience organizes learning activities from abstract to concrete. Reading print materials and listening to broadcasts are highly symbolic and abstract. Participating directly in a hands-on field trial allows learners to touch, see, and execute the practice, providing direct, purposeful experiences at the base of the cone for maximum retention.

**232.** (C) Group contact
Extension communication methods are classified by the size of the target audience. An exposure tour is designed for a specific group of farmers who travel together to observe successful agricultural practices or research stations. Because it facilitates peer discussion and interaction among a limited number of participants, it is categorized as a group contact method.

**233.** (D) Method shows 'how'; result shows 'why/ value'
Demonstration methods serve distinct instructional purposes. A method demonstration focuses on teaching a specific skill, showing the audience step-by-step how to perform a task, such as seed treatment. In contrast, a result demonstration runs over a full season to compare new practices with local ones, proving the economic value and why a farmer should adopt it.

**234.** (A) Managing visitor traffic flow and thematic setups
Organizing agricultural exhibitions requires detailed logistical planning to ensure educational effectiveness. Because these events attract large crowds, coordinators must design logical, one-way visitor traffic flows to prevent congestion. Thematic displays must be organized sequentially so that visiting farmers can easily follow and comprehend the progressive stages of the displayed agricultural technologies.

**235.** (B) Displaying high-resolution images to large groups
Projected visual aids, such as slide presentations, require specialized equipment and electrical power. Their primary advantage over non-projected materials like posters or flashcards is the ability to display bright, clear, and high-resolution images to large audiences simultaneously. This high visibility ensures that every participant in a spacious lecture hall can easily see the details.

**236.** (B) Showing them sequentially while narrating the story
Flashcards are a portable, non-projected visual tool used to deliver a structured message to a small group. The presenter holds the cards in front of the audience, showing them one by one in a precise, logical sequence while simultaneously narrating the corresponding story or explanation. This coordinated visual-verbal delivery enhances attention and comprehension.

**237.** (A) Actionable, highly practical farming information
General news media often prioritize political coverage, sensational events, sports, and crime. In contrast, agricultural news focus on delivering actionable, highly practical farming information. This specialized journalism provides rural communities with critical updates on weather patterns, crop diseases, market prices, and innovative cultivation practices that directly influence their daily productivity and economic decisions.

**238.** (C) Communicate one specific idea or practice briefly
Printed extension literature is selected based on information depth. A leaflet is a highly concise, single-sheet publication. Its primary design objective is to introduce and communicate exactly one specific agricultural practice or concept briefly. This clear, simple format is ideal for creating rapid awareness without overwhelming the reader with long, complex technical explanations.

**239.** (D) Heavy academic jargon
Popular articles are written to inform and engage practicing farmers and interested laypersons. Because these readers have varying levels of formal education, the text must be highly accessible. Authors must avoid dense scientific jargon, complex acronyms, and highly abstract theories, focusing instead on presenting practical recommendations in a simple, direct, and conversational writing style.

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**240.** (C) Sentence length and word syllable counts rise
The Flesch Reading Ease formula measures the accessibility of written text on a scale from zero to one hundred. Higher scores indicate content that is easy to read. The score decreases significantly as the complexity of the writing rises. This occurs when authors use excessively long sentences and multisyllabic, complex words throughout the document.

**241.** (B) Employing strategic lines, arrows, and numbers
Sequence is a graphic design principle that establishes a logical reading path for the viewer. Designers guide the audience's eye through a poster or layout in a specific order by utilizing visual pathways. Strategic lines, directional arrows, and numbered steps are highly effective tools for directing the reader's attention sequentially from one point to the next.

**242.** (D) Writing directly for the ear using simple style
Radio is a completely auditory medium where information must be understood instantly as it is spoken. Unlike print media, listeners cannot review what they just heard. Therefore, radio writers must design scripts directly for the ear. This requires using a simple, conversational style, short active sentences, highly familiar vocabulary, and clear, descriptive language.

**243.** (A) Video column
A standard professional video script uses a two-column format to organize production elements. The audio column is reserved for spoken dialogue, sound effects, and voiceover cues. Technical visual details, such as camera movements, camera angles, lighting instructions, and transition descriptions, are placed in the video column to guide the camera operator and director.

**244.** (C) Aperture is widened (smaller f-number)
Depth of field refers to the zone of acceptable sharpness within a photograph. Adjusting the lens aperture is the primary method for controlling this effect. Widening the physical aperture by selecting a smaller f-number decreases the depth of field. This produces a sharp subject against a softly blurred background, isolating the focal point of the image.

**245.** (C) A is true but R is false.
Street plays, or Nukkad Natak, are highly effective grassroots communication tools because they are performed in open, public community spaces where local people naturally gather. This low-cost medium requires no expensive theater halls or complex staging. The assertion is correct regarding their communication utility, but the reason is false since they do not rely on expensive facilities.

**246.** (D) Andragogy
Andragogy, the theory and practice of adult education developed by Malcolm Knowles, is built upon several core assumptions. Unlike pedagogical models where children depend on teachers for direction, adult learners are self-directed. They take personal responsibility for identifying their own learning needs, setting educational goals, selecting resources, and evaluating their overall progress.

**247.** (B) A supportive facilitator
Constructivist learning theory asserts that knowledge is actively constructed by the learner rather than passively received from an instructor. Consequently, the educator's role shifts away from being an authoritative, lecturing figure. Instead, the instructor serves as a supportive facilitator who structures active learning experiences, guides inquiry, and helps students build their own understanding.

**248.** (C) Their own individual past experiences and beliefs
Individuals do not evaluate new ideas in a vacuum. A farmer's perception of a proposed agricultural innovation is heavily shaped by their unique historical context, traditional cultural beliefs, and past farming experiences. If a new technology aligns with their existing values and successful past practices, it is perceived much more favorably, accelerating the adoption process.

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**249.** (D) Paying close attention to presented information
The affective domain in Bloom's Taxonomy addresses emotional learning, values, and attitudes. Receiving represents the foundational first level of this hierarchical domain. It measures the learner's willingness to attend to particular stimuli or educational experiences. Success at this stage is demonstrated by the student

simply paying close attention to the presented information and activities.

**250.** (A) Personal willingness to try new practices
Self-efficacy represents an individual's personal belief in their own capability to successfully perform a specific task or behavior. Bandura's theory highlights that self-efficacy directly determines motivation and action. A learner with high self-efficacy is far more willing to attempt and persist with new agricultural practices, overcoming initial challenges that might discourage others.

**251.** (B) Accommodator
David Kolb's experiential learning model defines four distinct learning styles based on how individuals perceive and process information. The accommodator style combines the preference for concrete experience with active experimentation. Learners with this style are hands-on action takers who adapt quickly to new circumstances, relying on intuition and practical trial-and-error to solve problems.

**252.** (B) Technical subject knowledge and communication skills
Effective agricultural extension agents must possess a combination of technical and interpersonal skills. To guide farmers successfully, the instructor must have deep technical subject knowledge of scientific agricultural practices. Simultaneously, they must possess strong communication skills to explain these complex technical concepts clearly, listen to farmers' concerns, and facilitate interactive group learning.

**253.** (A) Active engagement improves comprehension and recall
Adult education principles emphasize that passive listening is highly inefficient for long-term retention. Active participation, such as hands-on exercises, discussions, and problem-solving tasks, directly engages the learner's cognitive faculties. This active involvement strengthens mental connections, enhances conceptual comprehension, and significantly improves the retention and recall of agricultural practices.

**254.** (C) Visual symbols
Edgar Dale's Cone of Experience arranges learning experiences along a continuum from concrete to abstract. Motion pictures combine dynamic visual movement and sound, placing them in the middle of the cone. While they are more abstract than direct hands-on demonstrations, they provide a significantly more concrete learning experience than highly abstract, static visual symbols or text.

**255.** (D) Farmers visit diagnostic centers for expert crop advice
A farm clinic is a specialized individual and group diagnostic extension method. Farmers bring physical samples of diseased crops, insect pests, or soil to a central diagnostic location or mobile clinic. Extension specialists examine these specimens firsthand, diagnose the specific agricultural problems, and provide immediate, customized treatment recommendations to the visiting farmers.

**256.** (C) Method demonstration
Agricultural extension methods are selected based on whether they teach skills or compare results. A method demonstration is a highly structured skill-teaching technique. The extension worker stands before an audience and physically performs a technical task, such as grafting or seed calibration, step-by-step, explaining each action clearly to help farmers learn the manual skill.

**257.** (B) Conducting a collaborative reflection and debate
An exposure tour takes farmers to observe advanced agricultural practices. To maximize the educational value of the visit, the program should not end immediately upon returning. Instead, the tour coordinator must facilitate a collaborative reflection and discussion session. This allows participants to analyze what they observed, discuss feasibility, and plan local applications.

**258.** (D) Standard opaque projectors
Visual aids are divided into projected and non-projected categories. Non-projected aids include physical objects, chalkboards, and posters. Projected aids utilize optical and electronic equipment to project images onto a large screen. Standard opaque projectors, slide projectors, and digital LCD projectors are classical examples of this technology used in educational settings.

**259.** (A) Organizational chart
Charts are highly effective graphic aids used to simplify complex information. To display

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the internal hierarchy, command lines, and functional relationships within an extension agency, designers utilize an organizational chart. This flowchart uses boxes and connecting lines to represent different personnel roles and administrative paths of authority clearly.

**260.** (C) The primary individual or organization involved in it
In journalism, the lead paragraph is designed to answer the core reporting questions: who, what, when, where, why, and how. The "Who" component explicitly identifies the key individuals, groups, or organizations involved in the reported agricultural event, ensuring readers immediately understand who is central to the news story.

**261.** (A) Structured headings and logical topics
To ensure technical information is accessible, the layout of an extension bulletin must be carefully planned. Organizing the text using clear, structured headings and logical topical divisions is highly recommended. This visual layout allows farmers to navigate the content easily, locate specific recommendations quickly, and digest complex guidelines without facing a dense block of text.

**262.** (A) 5-10 words
Neo-literate adults are individuals who have recently acquired basic reading and writing skills. When writing agricultural instructions for this specific audience, complexity must be kept to a minimum. Constructing very short sentences that average around five to ten words ensures that the educational messages are highly readable, clear, and easy to digest.

**263.** (B) Proportion and organized alignment
Page layout designers utilize an underlying grid system to organize visual elements. Breaking a page down into structured columns and rows helps the designer position text blocks, headlines, and graphics precisely. This structural system ensures balanced proportion and organized visual alignment throughout the document, making the overall presentation look professional and easy to navigate.

**264.** (C) Hook listener interest within thirty seconds of play
Radio listeners have short attention spans and can easily change channels or lose focus if the broadcast is boring. To prevent this, an agricultural talk must avoid long introductions or disclaimers. The speaker must present an engaging hook within the first thirty seconds of airtime to capture the farmers' interest immediately and ensure they stay tuned.

**265.** (D) Sequential sketches representing key camera shots
Storyboarding is a critical pre-production step in video development. It involves drawing a series of sequential sketches that represent the key camera shots, angles, and scenes of the script. This visual guide helps the production crew plan shot compositions, coordinate with the audio track, and streamline the actual filming process in the field.

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**266.** (A) Motion blur
In camera mechanics, shutter speed regulates the duration that the sensor is exposed to light. When photographing dynamic agricultural subjects, such as moving tractors or running livestock, slow shutter speeds produce significant motion blur. Selecting a very fast shutter speed, such as one-thousandth of a second, freezes the rapid movement, ensuring a sharp, crisp image.

**267.** (B) Entertaining, cultural, and educational in focus
Puppetry is a classical folk art form utilized for edutainment in rural development. To communicate developmental messages effectively, the performance scripts must balance three elements. They must be entertaining to sustain attention, culturally relevant to align with local values, and educational in focus to successfully transmit the intended agricultural or health messages.

**268.** (B) Enhancing learner capacity and self-determination
While andragogy focuses on self-directed adult learning, heutagogy represents an advanced educational paradigm centered on self-determined learning. Heutagogy places the learner fully in control of what is learned and how. The primary objective shifts from acquiring specific competencies to enhancing the learner's overall capacity, self-efficacy, and capability to learn independently in complex environments.

**269.** (A) Reduce extraneous load on working memory
Cognitive Load Theory is built upon the premise that human working memory has a

strictly limited processing capacity. To facilitate effective learning, instructional materials must be designed carefully. Educators should minimize extraneous cognitive load, which is caused by poorly structured slides, unnecessary text, or confusing layouts, allowing the learner to focus on processing the core subject matter.

**270.** (C) It displaces natural intrinsic interest in the task
Extrinsic motivators like rewards, grades, or cash prizes can encourage initial participation in educational sessions. However, psychological research demonstrates that over-relying on external incentives can undermine long-term learning. If the external reward displaces the learner's natural intrinsic interest and curiosity in the task, the motivation to continue practicing after the rewards cease drops significantly.

**271.** (D) Coordinating multiple motor skills simultaneously
The psychomotor domain organizes physical skills and motor coordination into progressive levels of mastery. Articulation represents an advanced level within this domain. It requires the learner to coordinate a series of multiple physical actions and motor skills simultaneously, executing them in a smooth, highly synchronized, and sequential manner to perform complex technical operations.

**272.** (C) Behavior, environment, and personal factors influence each other
Reciprocal determinism is a foundational concept in Bandura's Social Cognitive Theory. It rejects the idea that humans are shaped solely by environment or internal drives. Instead, the theory posits a triadic interactive model, where an individual's behavior, environmental influences, and personal cognitive factors continuously operate as interacting determinants that influence each other.

**273.** (B) Position seats in a circle or U-shape for discussion
The physical arrangement of meeting rooms significantly influences participant communication and learning dynamics. To facilitate active discussion and peer learning during group extension sessions, seating should avoid rigid classroom rows. Arranging chairs in a circle or U-shape ensures that all farmers face each other, promoting eye contact, interaction, and collaborative problem-solving.

**274.** (D) Dual visual and auditory inputs reinforce memory tracts
Educational psychology demonstrates that learning is enhanced when multiple senses are stimulated simultaneously. The principle of multi-sensory engagement highlights that combining visual elements with spoken auditory explanations creates dual cognitive pathways in the brain. This simultaneous sensory stimulation reinforces memory traces, resulting in higher comprehension and retention of technical concepts.

**275.** (A) Low concreteness, high abstraction
Edgar Dale's Cone of Experience classifies learning resources based on their degree of abstraction. At the very apex of the cone lie verbal symbols, which consist of written or spoken words. Because words do not physically resemble the objects or concepts they represent, they possess low concreteness and high abstraction, requiring substantial cognitive effort to decode.

**276.** (C) Group discussion
Addressing controversial issues within rural communities requires democratic, participatory approaches. Group discussion is a highly effective extension method for this purpose. It provides a structured platform where community members can share diverse perspectives, deliberate on conflicts, and collaboratively reach a mutual consensus on local developmental issues, which cannot be achieved through one-way broadcasts.

**277.** (A) Comparing relative yields and net economic returns
Result demonstrations are designed to prove the superiority of an innovative practice over traditional local methods. To evaluate their success objectively and convince skeptical farmers, organizers must focus on measurable outcomes. Comparing the final crop yields and calculating net economic returns provides clear, credible evidence of the technology's practical value and financial feasibility.

**278.** (D) Crop cafeterias, tool exhibits, and expert consultations
Kisan Melas, or agricultural fairs, are large-scale group contact events designed to showcase innovations. These educational platforms feature crop cafeterias that display live crop varieties side-by-side, agricultural machinery exhibitions, and specialized diagnostic booths where visiting

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farmers receive direct consultations from research scientists to address their specific field problems.

**279.** (B) High contrast of text against slide backgrounds
Presenting slides using an LCD projector requires careful attention to legibility. To ensure that the audience can easily read the displayed text from the back of the room, the presenter must select a color palette that provides high visual contrast, such as dark text on a light background, and maintain clear, large typography.

**280.** (C) A clear focal point and minimal printed text
A poster is a single-sheet visual aid designed to capture attention and communicate a specific message to passersby within seconds. To achieve this, the design must remain simple. It must feature a prominent, clear visual focal point and minimal printed text, avoiding dense paragraphs or complex details that would discourage viewers from reading it.

**281.** (D) Readers often stop reading after the initial paragraphs
Journalism writing must accommodate the busy lifestyles and short attention spans of readers. The inverted pyramid style is widely used because it delivers the most critical information immediately in the opening lead. Since audiences frequently stop reading after the first few paragraphs, this structure ensures they grasp the essential news facts even if they abandon the story early.

**282.** (A) Readers seeking deep, comprehensive subject information
Bulletins are highly detailed, multi-page print publications designed to cover specific agricultural subjects comprehensively. Unlike short leaflets or folders that offer quick overviews, bulletins provide extensive technical instructions, background data, and step-by-step guidelines, making them ideal for progressive farmers, students, and extension workers seeking in-depth, long-term technical information.

**283.** (B) Match text difficulty to audience reading levels
In educational communication, ensuring that print materials are accessible is crucial. Readability formulas, such as the Gunning Fog or Flesch Reading Ease index, calculate difficulty scores based on sentence length and vocabulary complexity. Writers utilize these tools to systematically match the complexity of their texts with the specific literacy levels of target audiences.

**284.** (B) Selecting font family, sizing, and line spacing
Typography is a foundational design element that directly impacts the legibility and visual appeal of printed materials. It encompasses selecting appropriate font families, adjusting text sizes for headings and body content, and establishing proper line spacing. Well-designed typography guides the reader's eye, emphasizes important information, and reduces cognitive fatigue during reading.

**285.** (A) A natural, informative chat
Auditory communication relies heavily on tone and pacing. A radio interview can feel boring or intimidating if it sounds scripted, overly formal, or structured like a harsh interrogation. To capture and maintain listener interest, the program should flow like a natural, informative, and friendly conversation between the host and the agricultural expert.

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**286.** (C) The editing phase
Video development progresses through pre-production, production, and post-production. Although the script outlines the sequence of events, the actual visual pacing and rhythm of the video are established during the post-production editing phase. The editor controls pacing by adjusting the duration of each shot, deciding when to cut, and arranging transitions.

**287.** (D) Boring, static, dead-center frames
The rule of thirds is a widely used photographic composition guide. It involves mentally dividing the frame into a nine-part grid with horizontal and vertical lines. Placing the main subject or key visual elements along these lines or at their intersections creates more dynamic, visually interesting compositions, helping photographers avoid boring, static, dead-center shots.

**288.** (C) Indigenous culture and regional local dialects
Traditional folk media, such as street theater, puppetry, and local storytelling, has been developed over generations within rural communities. Unlike modern mass media, which often uses standardized language, folk media is deeply rooted in indigenous culture and regional local dialects. This close alignment with

community traditions makes it highly trusted and effective for development communication.

**289.** (B) Possess valuable life experiences useful for learning
Andragogy recognizes that adult learners are fundamentally different from young children. Adults do not enter the educational setting as blank slates. Instead, they bring a wealth of diverse personal life experiences and agricultural knowledge to the classroom. Effective extension agents utilize these existing experiences as valuable learning resources, facilitating rich peer-to-peer discussions.

**290.** (D) Social interaction and active problem solving
Constructivism is a learning theory which posits that individuals actively construct their own understanding of reality. Unlike behaviorist conditioning or rote memorization drills, constructivist learning environments prioritize active problem-solving, collaborative inquiry, and social interaction. By working together to solve real-world agricultural problems, learners internalize complex technical concepts more deeply.

**291.** (A) Access to credit and subsidies
The adoption of complex, high-cost agricultural machinery requires significant financial investment, which often poses a major barrier for resource-poor farmers. While intrinsic motivators are important, extrinsic factors play a decisive role. Providing farmers with reliable access to institutional credit, low-interest bank loans, and direct government subsidies heavily facilitates the successful adoption of mechanized tools.

**292.** (C) Combining elements to construct an original whole
In Bloom's cognitive taxonomy, the creating level, historically referred to as synthesis, represents the peak of cognitive complexity. This high-level thinking skill requires the learner to compile and combine diverse elements, concepts, or ideas in a unique way to construct a completely original, functional, and coherent whole, such as designing a novel crop cultivation plan.

**293.** (A) Behaviorism and Cognitivism theories
Social Learning Theory serves as an intellectual bridge in educational psychology. It combines behaviorist concepts, which emphasize that environmental conditioning and reinforcements shape human behavior, with cognitive theories, which focus on internal mental processes, memory, and information processing. This integration explains how observational learning occurs through cognitive modeling and environmental factors.

**294.** (D) Physical comfort, visibility, and clear audibility
For a community extension meeting to achieve its educational objectives, the organizer must carefully prepare the venue. The physical setup should prioritize participant comfort, ensuring adequate seating, protection from harsh weather, clear line of sight to the visual displays, and high audibility so that every farmer can easily hear and follow the discussions.

**295.** (B) Teaching a farmer about pest control during a pest outbreak
The readiness principle states that adult learners are most motivated to acquire new knowledge when they face an immediate, real-world need to solve a specific problem. Teaching pest control techniques to farmers during an active field pest outbreak perfectly illustrates this principle, as they are highly motivated to apply the information immediately to save their crops.

**296.** (C) Match the concrete or abstract needs of learners
Edgar Dale's model classifies educational media based on their degree of concreteness. The cone does not imply that concrete experiences are always superior to abstract ones. Instead, it suggests that instructors must carefully analyze their audience and select visual, auditory, or hands-on materials that precisely match the developmental, concrete, or abstract needs of the learners.

**297.** (D) Generating rapid initial awareness of a new crop disease
Mass contact methods, including radio broadcasts, newspaper articles, and digital alerts, reach thousands of people simultaneously. Although they are not suited for changing deep attitudes or teaching complex manual skills, they are highly effective for dissemination. This makes them the ideal choice when extension agencies must generate rapid, widespread awareness of emergency agricultural events.

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**298.** (A) Explain steps clearly during performance and practice

A method demonstration is an action-oriented teaching technique used to instruct farmers in a manual skill. To ensure the session is effective, the extension worker must physically perform the task step-by-step before the audience, explaining each step clearly during the performance, and then allow participants to practice the skill themselves to reinforce learning.

**299.** (B) Length and depth of information

Print extension materials are selected based on the detail required by the topic. A leaflet is a brief, single-sheet publication focused on a single practice. In contrast, a bulletin is a detailed, multi-page booklet that provides a comprehensive, in-depth discussion of an entire subject, including extensive technical instructions, background data, and illustrations.

**300.** (B) Share scientific facts via traditional cultural formats

Traditional folk media, such as local theater, puppet shows, and songs, are highly trusted and integrated into rural communities. The primary goal of using these formats in agricultural extension is to bypass educational and cultural barriers. By presenting scientific facts and modern innovations through familiar cultural channels, extension workers make developmental messages more acceptable and memorable.

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# CHAPTER 03
# Information Communication Technologies

2019

**1.** Which of the following best defines the functional scope of Information and Communication Technology (ICT) in agriculture?
(A) The exclusive deployment of web-based platforms for agricultural commodity trading
(B) The integration of computing and telecommunications to manage farm information
(C) The widespread replacement of human extension personnel with robotic automated systems
(D) The field deployment of autonomous machinery designed for heavy physical labor

2013

**2.** The evolution of agricultural ICT shifted from basic radio broadcasts to interactive digital platforms. Which phase represents the integration of two-way communication systems in rural extension?
(A) The introduction and expansion of traditional print media
(B) The emergence of satellite television broadcasting systems
(C) The adoption of telegraphy and analog telephone networks
(D) The integration of Web 2.0 and mobile telecommunications

2002

**3.** In the context of computer architecture, which component is directly responsible for performing arithmetic and logical operations in a micro-computer used for farm data analysis?
(A) Arithmetic Logic Unit
(B) Random Access Memory
(C) Control Unit
(D) Secondary Storage

2010

**4.** Which of the following statements about touch screen interfaces in agricultural kiosks is INCORRECT?
(A) They significantly lower the overall cognitive load for novice agricultural users with low digital literacy.
(B) Resistive screens rely on physical pressure applied directly to the surface to register user inputs.
(C) Capacitive screens function effectively when operated with thick, non-conductive agricultural gloves.
(D) They simultaneously function as both a direct user input and a primary visual output mechanism.

2014

**5.** In Human-Computer Interaction (HCI) design for rural farmers, which principle is most critical for ensuring usability?
(A) Employing icon-based navigation with localized language support
(B) Utilizing complex, text-heavy menus for detailed information delivery
(C) Maximizing extraneous cognitive load to keep users engaged
(D) Requiring high-speed broadband for basic interface rendering

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2006

**6.** A university agricultural extension center sets up a network connecting its main administrative building with several field research stations located 15 kilometers away. Which network classification best describes this setup?
(A) Personal Area Network (PAN)
(B) Local Area Network (LAN)
(C) Wide Area Network (WAN)
(D) Metropolitan Area Network (MAN)

2013

**7.** Which network topology features a central node to which all other nodes are individually connected, commonly used in modern agricultural laboratory networks?
(A) Ring Topology
(B) Star Topology
(C) Bus Topology
(D) Mesh Topology

2011

**8.** Regarding transmission media in rural internet setups, what is the primary advantage of using fiber optic cables over twisted-pair copper cables?
(A) Significantly lower overall installation, maintenance, and splicing costs in remote rural zones
(B) Enhanced physical flexibility and durability for complex outdoor field deployment scenarios
(C) Greater data bandwidth and high immunity to local electromagnetic interference
(D) Direct ability to safely transmit electrical power along with the primary data signal

2014

**9.** Web 3.0 technologies are increasingly relevant in modern agriculture. What is the defining characteristic of Web 3.0 compared to Web 2.0?
(A) Static HTML web pages displaying read-only content with minimal user interaction
(B) Interactive user-generated content, collaborative platforms, and social networking
(C) Legacy infrastructure characterized by mainframe-based dial-up connections
(D) Semantic web frameworks, machine-to-machine communication, and decentralization

2014

**10.** Which protocol is utilized by an agricultural extension portal to securely transfer web pages to a farmer's browser?
(A) HTTPS
(B) SMTP
(C) FTP
(D) POP3

2003

**11.** When configuring an e-mail client for a rural cooperative to retrieve messages from a mail server while leaving a copy on the server, which protocol is most appropriate?
(A) SMTP
(B) IMAP
(C) HTTP
(D) UDP

2006

**12.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Community radio is highly effective for disseminating localized agricultural advisories.
**Reason (R) :** Community radio stations operate on national frequency bands that cover the entire country simultaneously.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006

**13.** Which of the following is a primary limitation of print media when used for modern agricultural extension?
(A) Inability to provide real-time updates during sudden crop pest outbreaks
(B) Extremely high levels of trust and credibility among older traditional farming groups
(C) Extensive capacity to store complex, highly detailed agronomic reference manuals
(D) Relatively low operational requirement for power grids or digital infrastructure

2019

**14.** What distinguishes internet radio from traditional community radio in the context of rural development?
(A) Internet radio operates under strict national spectrum allocations and licensing authorities.
(B) Internet radio is completely constrained by the physical range of its analog transmitting antenna.
(C) Internet radio bypasses geographic boundaries but requires active internet access.
(D) Internet radio is limited to broadcasting real-time, synchronous audio content.

2012

**15.** Teleconferencing is used to connect subject matter specialists with farmers. What is the fundamental difference between audio-conferencing and video-conferencing in this setting?
(A) Audio-conferencing demands significantly higher transmission bandwidth for stable operations.
(B) Audio-conferencing exclusively utilizes satellite systems, whereas video-conferencing is restricted to local cables.
(C) Video-conferencing lacks the technical capability to be recorded and stored for later asynchronous viewing.
(D) Video-conferencing enables real-time visual demonstration of crop disease symptoms in

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the field.

2022

**16.** What is the core concept behind the e-Choupal initiative launched by ITC?

(A) Supplying complimentary high-end smartphones and cellular data subscriptions to all rural smallholder farmers

(B) Deploying a completely decentralized and immutable blockchain ledger system for national crop insurance claims

(C) Setting up village internet kiosks managed by local farmers to enable direct market access

(D) Completely replacing physical agricultural market yards (mandis) with a single state-run digital transaction platform

2008

**17.** The Gyandoot project in Madhya Pradesh primarily aimed to provide which type of services to rural populations?

(A) Implementing advanced high-throughput genomic sequencing technologies for localized traditional crops

(B) Providing key government-to-citizen (G2C) services including land records and dispute filing

(C) Designing high-frequency quantitative trading algorithms exclusively for agricultural commodity exchanges

(D) Developing fully automated, satellite-guided tractor navigation systems for farm harvesting operations

2009

**18.** In the architecture of a Village Knowledge Centre (VKC), who typically acts as the intermediary bridging the digital divide for the local community?

(A) An academic university professor specializing in global agricultural economics and policy

(B) A corporate software developer designing commercial database applications for urban industries

(C) A state-level agricultural minister directing regional administrative policies and funding allocations

(D) A trained local knowledge worker or kiosk operator who resides in the community

2021

**19.** Which of the following is the most significant socio-economic challenge in the widespread deployment of rural information kiosks?

(A) The critical deficiency in localized digital content and literacy among farmers

(B) The excessive redundancy of high-speed satellite broadband connections in remote areas

(C) The high migration rate of certified IT professionals from urban centers to rural villages

(D) The high cost of operating physical television and radio broadcasting infrastructure

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2005

**20.** What is the primary role of the 'Knowledge Base' in an Agricultural Expert System?

(A) To dynamically compile, render, and execute the user interface graphical application code

(B) To establish and maintain secure, high-speed remote network connections to the broader internet

(C) To archive facts, operational rules, and expert agricultural heuristics

(D) To supply, manage, and distribute physical computing hardware and processing memory resources

2025

**21.** Which component of an Expert System applies logical rules to the data to deduce new information or diagnose a crop disease?

(A) The Inference Engine

(B) The User Interface

(C) The Knowledge Engineer

(D) The Database Management System

2006

**22.** In building an Expert System for dairy management, what is a "heuristic"?

(A) A mathematically rigorous, guaranteed algebraic formula utilized to calculate precise daily herd milk yield

(B) A specialized physical hardware sensor system installed in milking parlors to continuously monitor milk temperature

(C) A comprehensive relational database compiling demographic records of all registered district dairy farmers

(D) An informal rule-of-thumb or experiential judgment used by human domain experts

2005

**23.** Why might a purely rule-based Expert System fail when diagnosing a completely novel pest infestation not previously recorded?

(A) It processes incoming diagnostic queries too rapidly, causing it to bypass and ignore novel

structural anomalies.
(B) It depends strictly on pre-coded rules and cannot adapt to completely unrecorded input scenarios.
(C) It necessitates a continuous, high-bandwidth satellite connection to calculate even basic logical IF-THEN rules.
(D) The visual interface layer is structurally limited and completely incapable of rendering images of novel insects.

2013

**24.** Match the Decision Support System (DSS) application area in List I with its corresponding primary output in List II.
**List I :** (Application Area)
P. Crop DSS
Q. Dairy DSS
R. Veterinary DSS
S. Fisheries DSS
**List II :** (Primary Output)
1. Optimum ration formulation for cattle
2. Predictive models for ocean upwelling zones
3. Fertilizer and irrigation scheduling
4. Epidemiological tracking of zoonotic outbreaks
(A) P-3, Q-1, R-4, S-2
(B) P-1, Q-3, R-2, S-4
(C) P-3, Q-4, R-1, S-2
(D) P-4, Q-2, R-3, S-1

2013

**25.** Which of the following represents the correct sequence of phases in the development of a Decision Support System for agriculture?
(A) Implementation, Design, Intelligence, Choice
(B) Intelligence, Design, Choice, Implementation
(C) Choice, Intelligence, Implementation, Design
(D) Design, Implementation, Choice, Intelligence

2005

**26.** Data modeling in a DSS often utilizes "What-If" analysis. What does this entail in a fisheries management context?
(A) Simulating varying catch quotas to project stock dynamics
(B) Retaining original historical catch logs securely without any structural database modifications
(C) Re-architecting the system's graphic user interface to prompt operators with directed questions
(D) Troubleshooting unexpected mechanical and computer hardware failures on deep-sea commercial vessels

2008

**27.** The architecture of a typical agricultural DSS comprises three main subsystems. Which of the following is NOT one of these standard subsystems?
(A) Data Management Subsystem for structured files
(B) Autonomous Robotics Subsystem for field labor
(C) Model Management Subsystem for decision logic
(D) User Interface Subsystem for operator input

2008

**28.** Which Indian mobile application was launched by the government to provide farmers with comprehensive information on weather, market prices, plant protection, and agro-advisories?
(A) WhatsApp
(B) Kisan Suvidha
(C) e-Rakam
(D) BHIM

2022

**29.** The mKisan portal utilizes which primary technology to deliver agricultural advisories to farmers who do not own smartphones?
(A) Standard USSD and basic SMS technologies
(B) Immersive virtual reality systems for training
(C) Live, high-definition video streaming services
(D) Decentralized, secure blockchain smart contracts

2008

**30.** INCOIS (Indian National Centre for Ocean Information Services) provides critical information systems for which specific agricultural sector?
(A) Commercial apiculture and honey production
(B) Silk-rearing sericulture industries
(C) Marine fisheries and oceanography
(D) Dairy farming and herd management

2004

**31.** Crop Insurance mobile apps typically require farmers to upload geospatial data. What is the primary purpose of this feature?
(A) To track, record, and actively monitor the farmer's daily off-duty physical movements
(B) To analyze, calculate, and log the fuel efficiency and diesel consumption of field tractors
(C) To automatically publish, tag, and share the farmer's real-time coordinates on social media
(D) To verify the precise location and physical

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boundaries of damaged crop parcels for claims

2009

**32.** AGMARKNET was established to address which specific gap in the Indian agricultural system?
(A) Severe deficits and systemic shortages in high-yielding crop seed varieties
(B) Regional bottlenecks and seasonal shortages of essential chemical fertilizers
(C) Market price and product arrival information asymmetry across trading hubs
(D) Inadequate local cold chain preservation and warehouse storage infrastructure

2004

**33.** Which framework integrates physical wholesale mandis into a unified national electronic trade portal?
(A) e-Choupal rural kiosk network
(B) e-NAM electronic trading portal
(C) AGMARKNET marketing database
(D) mKisan mobile advisory system

2008

**34.** What is the fundamental difference between AGMARKNET and e-NAM?
(A) AGMARKNET functions strictly as a physical trading platform, whereas the e-NAM system operates purely as an advisory directory.
(B) AGMARKNET concentrates on global trade, while e-NAM is strictly localized to municipal and district administrative levels.
(C) There is absolutely no functional difference between them; they represent two separate brand names for one single system.
(D) AGMARKNET reports market prices, while e-NAM supports online bidding and electronic transactions.

2018

**35.** Arrange the following steps in the standard operational sequence of selling produce on the e-NAM platform:
I. Electronic auction and bidding
II. Assaying (quality testing) of produce
III. Lot generation and gate entry
IV. Online payment and weighment
(A) I, II, III, IV
(B) III, II, I, IV
(C) II, III, I, IV
(D) III, I, II, IV

2017

**36.** Consider the following statements regarding the application of social media in agricultural extension:
I. It facilitates rapid, horizontal farmer-to-farmer knowledge sharing.
II. It guarantees the scientific accuracy of all shared agronomic practices.
III. It generates valuable user analytics for extension agencies to gauge farmer interests.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I only

2017

**37.** Which social media metric best measures user engagement rather than mere reach when an extension agency posts an instructional video?
(A) Number of shares and comments
(B) Total impressions
(C) Number of followers on the page
(D) Page load speed

2002

**38.** A significant risk of relying exclusively on social media platforms like Facebook or WhatsApp for agricultural extension is:
(A) The absolute, systemic inability of rural users to share high-bandwidth multimedia content
(B) The excessively high direct registration fees and recurring subscription costs for creating accounts
(C) The requirement for a long, rigorous peer-review and fact-checking process before any post is published
(D) The rapid spread of unverified, inaccurate, or pseudoscientific farm advice

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2023

**39.** In user analytics, analyzing the geographical data of farmers accessing a specific pest-control post allows extension workers to:
(A) Predict the exact total biological crop yield of individual agricultural plots
(B) Map potential insect migrations to coordinate local regional control measures
(C) Identify and log the specific telecommunication companies serving the farmers
(D) Automatically exterminate target insect populations using high-frequency digital signals

2025

**40.** The "digital divide" in rural agriculture refers primarily to:
(A) The physical distance and transportation times separating remote rural farms from major metropolitan trading centers
(B) The generation-by-generation division of agricultural land inheritances into increasingly smaller and fragmented family plots
(C) The socioeconomic disparity in ICT access and digital literacy across geographic regions
(D) The long-term statistical difference in average crop yield and soil quality between organic and conventional farming systems

2006

**41.** Which of the following is a structural challenge contributing to the digital divide in developing countries?
(A) Rapid modernization of urban telecommunication backbones
(B) The high adoption rate of digital payment systems in metropolitan centers
(C) The presence of community-owned local radio transmitters
(D) Deficiencies in basic power grids and telecommunication networks in rural areas

2023

**42.** How does socio-economic status influence ICT adoption among rural farmers?
(A) Low-income farmers lack the funds to buy devices and data plans.
(B) High-income farmers actively reject ICT solutions, relying entirely on traditional manual farm labor.
(C) Socioeconomic backgrounds show absolutely no measurable correlation with rural ICT adoption patterns.
(D) Resource-poor farmers exhibit significantly higher overall usage rates because of direct state aid.

2018

**43.** Which strategy is most effective in bridging the gender-based digital divide in rural agricultural communities?
(A) Developing and localizing rural agricultural applications exclusively in major international languages
(B) Conducting targeted digital literacy programs and ensuring equitable device access for women
(C) Relying solely on market-driven commercial forces to distribute digital devices in rural hubs
(D) Standardizing digital user interfaces to require complex multi-character text inputs

2005

**44.** In the context of e-learning, which modality involves learners and instructors interacting in real-time?
(A) Asynchronous learning
(B) Synchronous learning
(C) Self-paced learning
(D) Archival learning

2010

**45.** Consider the following tools used in agricultural education:
I. Live webinars
II. Discussion forums
III. Recorded video lectures
IV. Real-time chat applications
V. E-mail correspondence
Which of the above represent purely asynchronous e-learning modalities?
(A) I, II, and IV
(B) II, III, and V
(C) I, III, and IV
(D) III, IV, and V

2024

**46.** What is the primary function of a Learning Management System (LMS) in agricultural universities?
(A) To dynamically model and simulate three-dimensional physical soil properties for laboratory coursework
(B) To maintain and provide completely open public access to regional government cadastral land registries
(C) To manage, track, and deliver academic curricula and professional training modules
(D) To operate as a centralized machine learning decision tree and logical rule-based inference engine

2009

**47.** Which of the following is a key advantage of utilizing m-learning from traditional e-learning?
(A) It requires stationary desktop computer terminals with high-speed wired connectivity.
(B) It utilizes physical optical media such as DVDs to distribute learning content.
(C) It relies primarily on synchronized face-to-face classroom instruction sessions.
(D) It emphasizes portable, anytime learning

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on mobile devices such as smartphones and tablets.

**48.** 2017 Consider the following MOOC platforms and their primary origins:
I. SWAYAM - India
II. Coursera - United States
III. NPTEL - India
IV. edX - United Kingdom
Which of the above combinations are INCORRECT?
(A) I and II
(B) II and III
(C) III and IV
(D) IV only

**49.** 2003 Open Educational Resources (OER) are characterized primarily by:
(A) Premium commercial subscription paywalls that require direct licensing fees from users
(B) Creative Commons or open licenses allowing free adaptation and distribution
(C) Strict digital rights management (DRM) systems designed to prevent saving or downloading files
(D) Intellectual properties restricted to officially registered, tuition-paying university students

**50.** 2001 The SWAYAM platform was developed by the Government of India to achieve three cardinal principles of Education Policy. Which of the following is NOT one of these principles?
(A) High universal access
(B) Broad social equity
(C) Superior academic quality
(D) Selective exclusivity

**51.** 2012 The architecture of a typical MOOC platform utilizes a "four-quadrant" approach. Quadrant-I typically consists of:
(A) E-tutorials with video lectures and visual animations
(B) Supplementary web resources, hyperlinks, and reading references
(C) Formative self-assessment tests, interactive exercises, and quizzes
(D) Facilitated online discussion forums dedicated to student query resolution

**52.** 2008 In Computer-Assisted Instruction (CAI), which model presents the learner with a realistic, computerized representation of a real-world agricultural system (e.g., a tractor engine) to safely practice operations?
(A) Drill and Practice
(B) Tutorial
(C) Simulation
(D) Instructional Gaming

**53.** 2016 The "Drill and Practice" CAI model is best suited for which educational objective?
(A) Mastering previously taught factual knowledge
(B) Introducing entirely novel, highly complex theoretical cognitive models
(C) Fostering creative heuristic problem-solving and divergent analytical designs
(D) Building sophisticated interpersonal team communication and leadership skills

**54.** 2016 When designing interactive multimedia for farmers, why is it critical to minimize on-screen text and maximize voice-overs?
(A) To optimize the software's execution performance on legacy mobile operating systems
(B) To reduce the network bandwidth required to stream the multimedia content
(C) To comply with hardware-level digital signal processing standards
(D) To support users with low reading literacy through integrated audio and visuals

**55.** 2013 Which instructional design element is most likely to reduce extraneous cognitive load during a CAI tutorial on pest identification?
(A) Incorporating upbeat background audio tracks and non-essential decorative graphics
(B) Positioning explanatory text next to the corresponding pest image
(C) Requiring learners to manually scroll through multiple dense pages of unsorted text
(D) Relying heavily on advanced, specialized scientific jargon without clarifying footnotes

**56.** 2023 According to Cognitive Load Theory, which type of cognitive load is determined by the inherent complexity of the learning material itself?
(A) Extraneous load
(B) Germane load
(C) Intrinsic load
(D) Working load

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2002

**57.** In the context of learning crop genetics, how can an instructor manage intrinsic cognitive load for novice learners?

(A) By incorporating irrelevant, highly detailed decorative illustrations directly into course slides

(B) By prompting students to formulate advanced, multi-tier cognitive schemas without prior guidance

(C) By continuously playing high-volume background instrumental tracks while students read textbook files

(D) By segmenting the main complex genetic topic into sequential steps

2015

**58.** Germane cognitive load is considered beneficial for learning because it:

(A) Aids the cognitive construction and automation of mental schemas

(B) Intentionally diverts student attention away from intellectually demanding learning tasks

(C) Measures the negative cognitive tax resulting from poorly formatted, confusing course modules

(D) Dramatically reduces the retention limits and storage duration of individual long-term memory

2001

**59.** Which action represents a failure to minimize extraneous cognitive load in a digital extension module?

(A) Systematically placing key descriptive labels directly adjacent to their corresponding parts in a technical mechanical diagram

(B) Splitting learner attention between a graphic on one page and its explanation on another

(C) Identifying and removing non-essential, visually distracting background animations and sound effects from slides

(D) Drafting instructional directives using highly straightforward, clear vocabulary tailored to local language levels

2009

**60.** The Cognitive Theory of Multimedia Learning is based on three core assumptions. Identify the INCORRECT assumption among the choices below.

(A) Dual channels (humans possess separate channels for processing visual and auditory information)

(B) Unlimited retention (human working memory can store an infinite amount of visual data indefinitely)

(C) Limited capacity (humans can process only a finite amount of information in each channel at one time)

(D) Active processing (humans actively engage in cognitive processing to construct mental models)

2009

**61.** According to the Modality Principle in multimedia learning, learning is most effective when complex visuals are accompanied by:

(A) Spoken audio narrations

(B) On-screen text

(C) Both spoken audio and identical on-screen text simultaneously

(D) No explanation at all

2001

**62.** The Spatial Contiguity Principle in multimedia learning suggests that:

(A) Conceptual text labels and related illustrations are rendered at the exact same point in time rather than sequentially

(B) Extraneous, non-essential textual descriptions, sound effects, and decorative images are entirely filtered out

(C) Printed words are located close to their corresponding graphics on screen

(D) Learners acquire deeper understanding from spoken narrations paired with animations than from printed text overlays

2005

**63.** Presenting an animation of the water cycle accompanied by a voice narration AND identical printed text on the screen simultaneously violates which principle of multimedia learning?

(A) The Multimedia Principle

(B) The Signaling Principle

(C) The Personalization Principle

(D) The Redundancy Principle

2013

**64.** In the integrative model of text and picture comprehension, pictures are initially processed to construct a:

(A) Comprehensive abstract propositional representation

(B) Auditory-based cognitive phonological loop

(C) Internal visual-spatial mental model

(D) Structured associative semantic network

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2014

**65.** In the integrative model of text and picture comprehension, textual information is processed primarily through which cognitive structure before a mental model is formed?
(A) The visual-spatial sketchpad processor
(B) A logical propositional representation
(C) The somatic motor cortex area
(D) The physical sensory olfactory bulb

2018

**66.** A key distinction in the integrative model of text and picture comprehension, as compared to the cognitive theory of multimedia learning, is the emphasis on the distinction between:
(A) Theoretical thresholds of cognitive short-term and active working memory
(B) Functional configurations of physical analog and interactive digital media
(C) Distinct conceptual properties of intrinsic load and germane mental load
(D) Textual descriptive representations and pictorial depictive structures

2025

**67.** In the integrative model of text and picture comprehension, comprehension is achieved when there is a continuous interaction and mapping between:
(A) Internal propositions and the mental model
(B) Raw environmental sensory registers and absolute long-term memory
(C) Physiological auditory nerve pathways and the primary visual cortex
(D) Inherent educational intrinsic load and unnecessary extraneous load

2007

**68.** The Four-Component Instructional Design (4C/ID) model is specifically designed for:
(A) Passive rote memorization of simple isolated agronomic facts
(B) Designing aesthetically pleasing graphical app user interfaces
(C) Instructing complex tasks and high-level professional skills
(D) Planning, configuring, and managing enterprise network topologies

2022

**69.** Which of the following is NOT one of the four core components of the 4C/ID model?
(A) Summative Evaluation
(B) Real-world Learning Tasks
(C) Domain Supportive Information
(D) Step-by-step Procedural Information

2001

**70.** In the 4C/ID model, what is the purpose of "Part-task Practice"?
(A) To completely swap out and replace the core complex learning tasks during early curricular phases
(B) To intentionally introduce a high level of confusing extraneous cognitive load during task execution
(C) To deliver comprehensive, abstract theoretical background concepts and structural reference guides
(D) To automate highly repetitive, routine constituent skills

2019

**71.** When using the 4C/ID model to train extension officers in whole-farm diagnostic assessments, "Supportive Information" is best provided:
(A) Continuous delivery during the execution of every single routine task step
(B) Before starting a new category of complex learning tasks
(C) Post-course assessment, exclusively after the final theoretical examination is complete
(D) Just-in-time, delivering guidance exactly when a routine skill step is performed

2005

**72.** Artificial Intelligence (AI) in crop modeling often relies on Neural Networks. What is the basic processing unit in an Artificial Neural Network called?
(A) Synapse
(B) Logic gate
(C) Artificial neuron or perceptron
(D) Central register

2009

**73.** Which Machine Learning approach is most appropriate for a system designed to detect anomalies like early blight in tomato leaves using thousands of pre-labeled images?
(A) Unsupervised Learning
(B) Reinforcement Learning
(C) Association Rule Mining
(D) Supervised Learning

2010

**74.** In yield prediction, how does a Machine Learning regression model differ from a classification model?
(A) Regression outputs continuous numbers, while classification outputs categories.
(B) Regression models utilize purely unsupervised training logic, whereas classification models

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depend strictly on supervised data feeds.
(C) Regression frameworks demand unstructured text document arrays, while classification pipelines are limited to raster graphics.
(D) There are absolutely no mathematical or functional differences; they are entirely interchangeable data science terms.

2025

**75.** Which AI technique enables an autonomous drone to adjust its flight path in real-time by learning from trial-and-error interactions with the wind environment?
(A) K-Means Clustering
(B) Reinforcement Learning
(C) Linear Regression
(D) Principal Component Analysis

2011

**76.** The Internet of Things (IoT) in precision agriculture primarily involves:
(A) Connecting remote smallholders globally using consumer social media networking applications
(B) Deploying internet-connected sensors and actuators to automate agricultural workflows
(C) Instructing advanced agrarian agronomic principles through global massive open online platforms
(D) Integrating educational psychology principles of cognitive load theory into physical pamphlets

2017

**77.** In an IoT architecture deployed for smart irrigation, a soil moisture probe acts as a(n) _____, while the automated water valve acts as a(n) _____.
(A) Sensor; Actuator
(B) Actuator; Sensor
(C) Router; Gateway
(D) Edge node; Cloud server

2015

**78.** Which communication protocol is highly favored for agricultural IoT devices spread over large fields due to its low power consumption and long-range capabilities?
(A) Bluetooth
(B) HDMI
(C) LoRaWAN
(D) Ethernet

2012

**79.** What is the role of an "IoT Gateway" in a smart farm setup?
(A) It acts as a physical casing protecting sensors from water damage.
(B) It stores backup electrical power to keep devices running during blackouts.
(C) It converts solar energy into electrical power for field sensors.
(D) It bridges local field-based sensor networks and the central cloud servers

2016

**80.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Raster data structures are highly suitable for representing continuous phenomena like soil temperature and elevation in agriculture.
**Reason (R) :** Raster data uses a grid of cells (pixels) where each cell holds a specific value representing the phenomenon.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2016

**81.** In Geographic Information Systems (GIS), which spatial data structure is best suited to precisely define the definitive boundaries of a land parcel or a road?
(A) Raster
(B) Vector
(C) Voxel
(D) TIN (Triangulated Irregular Network)

2006

**82.** The Global Positioning System (GPS) relies on trilateration from a constellation of satellites. What is the absolute minimum number of satellites required to determine an accurate 3D position (latitude, longitude, and altitude) of a tractor in a field?
(A) Two
(B) Three
(C) Four
(D) Six

2006

**83.** Which agricultural practice fundamentally relies on the integration of GIS maps and GPS positioning to apply inputs (like fertilizer) at varying rates across a field?
(A) Variable Rate Technology (VRT) applications
(B) Single-crop continuous monoculture systems

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(C) Swidden-style slash-and-burn shifting cultivation
(D) Manual hand-broadcasting of seeds across the field

2024
**84.** Blockchain technology ensures data integrity in an agricultural supply chain primarily through:
(A) Centralized databases managed, monitored, and secured by a single state government authority
(B) Physical, multi-signature carbon paper trails kept and filed manually by local retail managers
(C) Cryptographic hashing and distributed ledgers checked by consensus protocols
(D) Automatically deleting all local server transactional files every twenty-four hours to block access

2005
**85.** What is a "Smart Contract" in the context of agricultural blockchain applications?
(A) A self-executing protocol that automates transactions when conditions are met
(B) A legally binding, physically printed contract document witnessed, verified, and officially signed by a certified state notary public
(C) A cellular application that translates regional market commodity exchange prices into localized agricultural languages and dialects
(D) A calibrated Internet of Things hardware sensor deployed directly in the ground to measure and transmit real-time soil pH parameters

2019
**86.** How does blockchain fundamentally solve the problem of traceability in organic food supply chains?
(A) By locking database read permissions and restricting access strictly to the primary agricultural producer
(B) By strategically optimizing shipping routes to increase the physical transit speed of overland transport cargo trucks
(C) By systematically substituting synthetic chemical fertilizers with organic biological and compost-based alternatives
(D) By tracking an unchangeable record of the product from farm to table

2004
**87.** A key disadvantage of utilizing public blockchain networks for tracking extensive agricultural commodities is:
(A) Extreme operational data transparency open to global review
(B) Processing delays and variable transaction gas fees
(C) The absolute structural inability to deploy modern mathematical cryptography
(D) The critical lack of independent, geographically distributed peer server nodes

2014
**88.** In Big Data analytics, which type of analytics focuses on understanding "What happened?" by analyzing historical agricultural data?
(A) Predictive Analytics
(B) Prescriptive Analytics
(C) Descriptive Analytics
(D) Cognitive Analytics

2024
**89.** A policymaker uses a Big Data model that analyzes weather patterns, historical yields, and market trends to estimate the probability of a wheat shortage next year. This is an example of:
(A) Descriptive Analytics
(B) Prescriptive Analytics
(C) Diagnostic Analytics
(D) Predictive Analytics

2013
**90.** Which type of Big Data analytics provides actionable recommendations, such as determining the exact amount of subsidy needed to optimize national rice production?
(A) Prescriptive Analytics
(B) Historical Descriptive Analytics
(C) Statistical Predictive Analytics
(D) Retrospective Hindsight Analytics

2014
**91.** The "Volume, Velocity, and Variety" framework is commonly used to define Big Data. In the context of precision agriculture, what does "Variety" refer to?
(A) The sub-millisecond network transfer speeds at which real-time agricultural sensor streams are continuously generated
(B) The inclusion of diverse formats such as sensor logs, spatial images, and text files
(C) The multi-terabyte scales of high-resolution geospatial satellite imagery stored across cloud database systems
(D) The total variety and count of distinct

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economic cash crops cultivated across a single regional farming sector

2007

**92.** Match the Information and Communication Technology in List I with its primary functional mechanism in List II.

**List I :** (Technology)

P. Internet of Things (IoT)
Q. Blockchain
R. Artificial Intelligence (AI)
S. Geographic Information System (GIS)

**List II :** (Functional Mechanism)

1. Distributed ledger and cryptographic immutability
2. Spatial data rendering and overlay analysis
3. Sensor-based data acquisition and actuation
4. Pattern recognition and algorithmic prediction

(A) P-3, Q-1, R-4, S-2
(B) P-1, Q-3, R-2, S-4
(C) P-3, Q-4, R-1, S-2
(D) P-2, Q-1, R-3, S-4

2003

**93.** What is the fundamental advantage of utilizing open-source GIS software (like QGIS) over proprietary software in rural agricultural extension offices?

(A) It has zero licensing fees, lowering access barriers for public offices.
(B) Open-source packages systematically compile and execute complex geospatial analysis faster than commercial alternatives.
(C) It operates entirely within web browsers, removing any requirements for dedicated local computing hardware.
(D) The open source code architecture guarantees that the software is completely immune to security bugs.

2012

**94.** The concept of the "Semantic Web" in Web 3.0 allows for:

(A) Human users to interact naturally within fully immersive virtual reality simulations
(B) Telecommunication servers to achieve significantly faster, high-capacity analog dial-up connection speeds
(C) Software agents to read and process the semantic meaning of web-hosted data
(D) Institutional developers to construct massive, static, read-only online informational encyclopedias

2017

**95.** Consider the following statements regarding the SMTP protocol:

I. It is an application-layer protocol.
II. It is used to push or send emails from a client to a server.
III. It is used by the recipient client to download emails from the server.

Which of the above statements are correct?

(A) I and II
(B) II and III
(C) I and III
(D) I only

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2019

**96.** Which component of the 4C/ID model provides "Just-In-Time" information necessary for the performance of recurrent aspects of a task?

(A) Complex Learning Tasks
(B) Schema-building Supportive Information
(C) Just-in-time Procedural Information
(D) Recurrent Part-Task Practice

2015

**97.** In the cognitive theory of multimedia learning, the "Coherence Principle" dictates that:

(A) People learn better when words and pictures are presented together.
(B) Extraneous words, pictures, and sounds should be excluded.
(C) Narration should be spoken in a conversational rather than a formal style.
(D) Content should be segmented into user-paced units.

2003

**98.** When diagnosing crop diseases via an Expert System, what is "Backward Chaining"?

(A) Starting with observed crop symptoms and testing rules to see what conclusions can be drawn
(B) Recalibrating sensor systems using historical data sequences
(C) Restricting database access to prevent users from modifying rules
(D) Working backward from a hypothesized disease to verify if the required symptoms and conditions are present

2017

**99.** Which type of analytics recommends the best course of action by combining predictive models with optimization techniques?

(A) Descriptive analytics
(B) Diagnostic analytics
(C) Predictive analytics

(D) Prescriptive analytics

2019

**100.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Prescriptive analytics is highly valuable for agricultural policymaking.
**Reason (R) :** It only provides a historical summary of past agricultural census data.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006

**101.** Which sequence represents the correct evolutionary progression of the World Wide Web architectures?
(A) Semantic Web → Social Web → Read-Only Web
(B) Read-Only Web → Social Web → Semantic Web
(C) Social Web → Semantic Web → Read-Only Web
(D) Semantic Web → Read-Only Web → Social Web

2011

**102.** An agricultural application requires users to enter data via a stylus on a screen. Which HCI metric best evaluates the speed and accuracy of this input method?
(A) Moore's Law
(B) Metcalfe's Law
(C) Amdahl's Law
(D) Fitts's Law

2014

**103.** The primary role of an API (Application Programming Interface) in agricultural portals like e-NAM is to:
(A) block external software from accessing transaction databases
(B) enable data exchange and communication between independent software platforms
(C) generate the graphical user interface for mobile applications
(D) scan uploaded digital files for security threats

2014

**104.** In IoT architecture, what is "Edge Computing"?
(A) Transmitting all raw telemetry directly to centralized cloud servers
(B) Mapping the geographical outer boundaries of crop fields
(C) Running data operations locally near the physical data sources
(D) Utilizing satellite communication channels to broadcast data globally

2013

**105.** In a relational database underlying an agricultural DSS, what is the function of a "Primary Key"?
(A) To encrypt sensitive data fields within the table
(B) To create a secure connection between the database and the web server
(C) To automate backup operations for relational tables
(D) To uniquely identify each specific row inside a database table

2006

**106.** Which algorithm is a popular unsupervised machine learning technique used to segment a farm into distinct management zones based on soil properties?
(A) K-Means Clustering
(B) Support Vector Machines
(C) Random Forest
(D) Naive Bayes Classifier

2017

**107.** Consider the following statements about community radio:
I. It is usually operated on a non-profit basis.
II. It broadcasts content relevant to the local community in local dialects.
III. It requires listeners to have an active internet connection.
IV. It is characterized by community ownership and participation.
Which of the above statements are correct?
(A) I, II, and III
(B) I, II, and IV
(C) II, III, and IV
(D) I, III, and IV

2003

**108.** Which e-learning standard ensures that content modules (like CAI tutorials) are interoperable across different Learning Management Systems (LMS)?
(A) Hypertext Transfer Protocol (HTTP) standards
(B) Standard SCORM packaging specifications
(C) Hypertext Markup Language (HTML5) formats

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(D) File Transfer Protocol (FTP) connection systems

2024

**109.** What is the fundamental difference between Virtual Reality (VR) and Augmented Reality (AR) in agricultural training simulations?
(A) VR places the user in a fully immersive virtual environment, while AR overlays digital elements onto the physical world.
(B) VR requires dedicated satellite tracking, while AR runs exclusively on cellular networks.
(C) VR is used only for machinery operation simulations, while AR is used only for biological studies.
(D) VR requires active physical movement, whereas AR is entirely stationary.

2001

**110.** In a GIS environment, converting a vector map of soil types into a raster format is known as:
(A) Digitizing
(B) Georeferencing
(C) Rasterization
(D) Vectorization

2013

**111.** Which data model in GIS best handles the representation of continuous elevation data to create topographical slopes for watershed management?
(A) Point vector coordinate geometry
(B) Polygon vector boundary frameworks
(C) Tabular attribute database sheets
(D) Digital Elevation Models (DEM)

2017

**112.** Identify the INCORRECT statement regarding the application of drones (UAVs) in agriculture.
(A) Drones can carry advanced multispectral or hyperspectral imaging sensors designed to assess crop canopy health and stress.
(B) Drones can connect with global positioning satellite constellations to execute pre-programmed, autonomous flight paths.
(C) Drones remain fully operational in severe weather conditions like high-velocity winds and rainfall.
(D) Drones can carry specialized spray nozzle hardware assemblies to apply liquid plant protection materials with high precision.

2010

**113.** What is "Precision Agriculture"?
(A) Applying completely uniform chemical and water treatments across large agricultural holdings, ignoring all environmental soil variations
(B) Managing field variability using spatial information systems and technologies
(C) Mandating the exclusive use of traditional hand-held cultivation tools to achieve millimeter-level precision in seed planting
(D) Enforcing the complete, systemic elimination of all industrial chemical inputs, synthetic fertilizers, and engineered pesticides

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2025

**114.** Match the Cognitive Load concept in List I with its definition in List II.
**List I :** (Cognitive Load Concept)
P. Intrinsic Load
Q. Extraneous Load
R. Germane Load
S. Cognitive Overload
**List II :** (Definition)
1. Effort directed toward schema construction
2. When total required processing exceeds working memory capacity
3. Complexity inherent to the task itself
4. Load caused by poor instructional design
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-3, Q-1, R-4, S-2
(D) P-1, Q-4, R-3, S-2

2024

**115.** What is the primary purpose of conducting a "Needs Assessment" before designing an agricultural e-learning module?
(A) To identify gaps between current skills and target competencies
(B) To secure institutional funding and grant approvals from government bodies
(C) To determine the hardware specifications required for the development servers
(D) To establish the administrative schedule for final academic grading

2015

**116.** In the context of Big Data, "Hadoop" is best described as:
(A) A proprietary relational database engine optimized for transaction processing
(B) A multi-rotor drone autopilot firmware used in precision mapping
(C) An open-source framework for distributed data storage and cluster processing
(D) A theoretical model of cognitive load integration in multimedia learning

2022

**117.** How does the implementation of e-NAM directly benefit the farmers?
(A) By enabling nationwide trading bids to improve crop price discovery
(B) By guaranteeing a fixed premium price for all grades of organic produce
(C) By automating the physical transport of harvested crops to local warehouses
(D) By subsidizing the purchase of high-yielding crop seeds and fertilizers

2012

**118.** Which of the following is a key advantage of utilizing blockchain for smart contracts in crop insurance?
(A) It permits manual adjustment of payouts by insurance assessors.
(B) It keeps all transaction histories hidden from regulatory audits.
(C) It removes the need for weather station data or satellite telemetry.
(D) It enables automated payouts to be triggered directly when specific environmental thresholds are met.

2016

**119.** In rural information kiosks, the concept of a "Hub and Spoke" model refers to:
(A) The physical design layout of workstations within a rural computing telecenter
(B) A centralized coordinate hub providing technical resources and connectivity to outlying local kiosks
(C) The structural network routing protocols used in ring topologies
(D) A distribution model for delivering printed manuals to local village leaders

2017

**120.** Consider the following elements related to Expert Systems:
I. Knowledge Base
II. Working Memory
III. Inference Engine
IV. User Interface
V. Cooling Fan
Which of the above represent the purely software/ architectural components of an Expert System?
(A) I, II, III, and IV
(B) I, III, IV, and V
(C) II, III, IV, and V
(D) I, II, IV, and V

2002

**121.** The "Modality Principle" in multimedia learning suggests replacing on-screen text with spoken words. This is primarily to prevent the overload of which specific cognitive channel?
(A) The auditory channel
(B) The kinesthetic channel
(C) The haptic channel
(D) The visual channel

2016

**122.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** MOOCs have achieved a 100% completion rate among rural agricultural learners.
**Reason (R) :** SWAYAM provides free access to high-quality educational resources.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is false but R is true.
(D) A is true but R is false.

2015

**123.** A researcher uses a machine learning algorithm to predict wheat yield based on soil pH, rainfall, and temperature. What is the dependent variable in this model?
(A) Measured soil pH level
(B) Predicted wheat yield
(C) Cumulative field rainfall
(D) Daily ambient temperature

2016

**124.** In the context of HCI, what does "affordance" refer to when designing a mobile app for farmers?
(A) The financial cost of developing and maintaining the application
(B) Design characteristics that intuitively indicate how an interface element should be operated
(C) The minimum memory and processing hardware required to run the application
(D) The subscription pricing model for using the application's premium services

2006

**125.** Arrange the following layers of the OSI networking model in order from lowest (Layer 1) to highest (Layer 4):
I. Network Layer
II. Data Link Layer
III. Physical Layer

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IV. Transport Layer
(A) III, II, I, IV
(B) I, II, III, IV
(C) III, I, II, IV
(D) II, III, I, IV

2008
**126.** Which type of Decision Support System (DSS) heavily relies on structured databases and query tools to help a dairy manager analyze historical milk production trends?
(A) Model-driven DSS
(B) Document-driven DSS
(C) Data-driven DSS
(D) Knowledge-driven DSS

2019
**127.** The Kisan Call Center (KCC) scheme in India utilizes which primary ICT tool to disseminate information?
(A) Computerized rule-based Expert Systems
(B) Cryptographic distributed Blockchain ledgers
(C) Immersive multi-sensory Virtual Reality suites
(D) Toll-free telephonic helpline systems

2024
**128.** What is the primary purpose of the "Personalization Principle" in multimedia learning?
(A) Customizing the interface layout based on individual student profiles
(B) Reconfiguring local hardware to support different users
(C) Presenting instructional content in a conversational rather than formal tone
(D) Tracking user activity to recommend personalized advertisements

2011
**129.** In GIS, what does the term "Georeferencing" mean?
(A) Compiling geographical data sources in an academic reference index
(B) Assigning geographical coordinates to a raster image or map layer
(C) Translating vector files into tabular attribute sheets
(D) Converting a vector map into a raster format using coordinates

2006
**130.** The "Redundancy Principle" is best applied by:
(A) Providing the exact same information in text, audio, and video simultaneously
(B) Duplicating the learning module across multiple servers
(C) Testing the learner multiple times on the same concept
(D) Removing on-screen text when a graphic is accompanied by audio narration

2001
**131.** Which of the following is NOT an advantage of Asynchronous e-learning?
(A) Immediate, real-time feedback from the instructor
(B) Flexibility in time and location for the learner
(C) Ability for learners to review materials at their own pace
(D) Scalability to thousands of learners without scheduling conflicts

2018
**132.** When evaluating agricultural websites, the term "usability" broadly encompasses:
(A) The visual appeal and graphic design choices of the user interface
(B) The physical accessibility of the servers hosting the website
(C) The ease of use, speed of task completion, and user satisfaction
(D) The execution speed of database search scripts on the backend

2016
**133.** Which component is strictly necessary for a piece of agricultural equipment to be considered an IoT device?
(A) A network connection for data transmission
(B) An integrated high-power internal combustion engine
(C) A satellite navigation receiver screen
(D) An electronic diagnostic display port

2013
**134.** Which of the following best defines "Information Asymmetry" in agricultural markets?
(A) When all active agricultural buyers and sellers have complete, instantaneous, and equal access to daily crop pricing data
(B) When an asymmetric local computer network uploads outgoing telemetry data significantly faster than it receives incoming packages
(C) When the aesthetic graphic user interface layout and button alignment of a mobile app fail to conform to geometric balance rules
(D) When one transaction party holds superior

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market price information

2002

**135.** What does the term "Interoperability" refer to in the context of agricultural databases?
(A) The physical storage capacity of database backup devices
(B) The capacity of diverse software systems to communicate and exchange data
(C) The speed of manual data entry by system administrators
(D) The encryption level applied to secure relational tables

2019

**136.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Deep learning is highly effective for identifying specific plant diseases from leaf imagery.
**Reason (R) :** Deep learning algorithms, like Convolutional Neural Networks, automatically extract and learn visual features from raw images without manual feature engineering.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2021

**137.** Which social media analytics metric indicates the percentage of users who clicked on a link in an extension post out of the total users who viewed the post?
(A) Video session bounce rate
(B) Campaign conversion rate
(C) Social engagement rate
(D) Click-Through Rate (CTR)

2002

**138.** In the 4C/ID model, "Learning Tasks" should ideally be sequenced based on:
(A) Increasing complexity, starting with simple whole tasks
(B) Decreasing levels of difficulty, moving from complex to simple tasks
(C) Random assignment to ensure a varied learning experience
(D) Chronological sequence of the real-world agricultural season

2006

**139.** Which GIS analytical operation is used to create a zone of a specified distance around a river to determine areas at risk of flooding?
(A) Overlay
(B) Buffering
(C) Geocoding
(D) Network Analysis

2004

**140.** Consider the following challenges related to Big Data in agriculture:
I. Data Privacy and Ownership
II. Lack of computational infrastructure in rural areas
III. Inability of Big Data to process numerical values
IV. Integration of heterogeneous data sources
Which of the above combination of challenges is INCORRECT?
(A) I and II
(B) II and IV
(C) III only
(D) I, II, and IV

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2002

**141.** The integration of GPS and GIS with a combine harvester to geographically record harvest volume and quality data as the machine moves through the field is known as:
(A) Yield Mapping
(B) Remote Sensing
(C) Grid Sampling
(D) Variable Rate Application

2019

**142.** A "Distributed Ledger" in blockchain technology implies that:
(A) A central administrator regulates the database transactions
(B) Physical ledger sheets are systematically distributed to local offices
(C) Multiple network nodes maintain synchronized database copies
(D) Old records are periodically deleted to optimize database storage

2004

**143.** Which of the following is a primary objective of the "mKisan" portal?
(A) To sell mobile communication hardware to smallholders at subsidized rates
(B) To provide a digital marketplace for leasing agricultural machinery
(C) To broadcast live entertainment programs to rural communities

(D) To deliver localized agricultural advisories to farmers via SMS and USSD

2022

**144.** In an Expert System, the "Knowledge Engineer" is the person who:
(A) Uses the system to make decisions in field environments
(B) Designs the computer processors and memory units for the host server
(C) Facilitates the translation and encoding of human expert knowledge into the system's rules
(D) Installs and maintains the physical operating systems on user workstations

2018

**145.** What is the fundamental difference between an Expert System and a Decision Support System (DSS)?
(A) A DSS completely replaces human decision-making, while an Expert System acts as a secondary advisor.
(B) Expert Systems model human expert expertise to provide recommendations, while a DSS helps users analyze data to make decisions.
(C) Expert Systems cannot interface with databases, whereas a DSS is strictly database-driven.
(D) A DSS is used only in administrative policymaking, whereas an Expert System is used only in biological diagnostics.

2015

**146.** Which characteristic of Big Data refers to the trustworthiness, accuracy, and reliability of the data collected from agricultural sensors?
(A) Data Volume
(B) Generation Velocity
(C) Business Value
(D) Veracity

2011

**147.** A "Hash" in blockchain technology serves what purpose?
(A) To produce a unique, fixed-length cryptographic signature of data
(B) To generate random numbers for pricing models
(C) To synchronize GPS coordinates in logistics tracking
(D) To delete redundant files to save server space

2007

**148.** Which protocol is fundamental for the functioning of the World Wide Web, allowing hypertext documents to be requested and transmitted?
(A) Simple Mail Transfer Protocol (SMTP)
(B) Transmission Control Protocol (TCP)
(C) Hypertext Transfer Protocol (HTTP)
(D) Internet Protocol (IP)

2015

**149.** Match the e-learning terminology in List I with its correct description in List II.
**List I :** (Terminology)
P. MOOC
Q. LMS
R. OER
S. CAI
**List II :** (Description)
1. Software application for tracking and delivering courses
2. Free and openly licensed educational materials
3. Interactive computer program used for direct instruction
4. Massive online course designed for unlimited participation
(A) P-4, Q-1, R-2, S-3
(B) P-1, Q-4, R-2, S-3
(C) P-4, Q-2, R-1, S-3
(D) P-2, Q-1, R-4, S-3

2001

**150.** Which cognitive theory explicitly integrates both text and picture comprehension paths and emphasizes propositional representations mapping onto mental models?
(A) Cognitive Load Theory
(B) Cognitive Theory of Multimedia Learning
(C) Zone of Proximal Development
(D) Integrative Model of Text and Picture Comprehension

2006

**151.** Which network type spans the largest geographical area, typically connecting national or global agricultural research institutions?
(A) WAN
(B) LAN
(C) PAN
(D) MAN

2013

**152.** In computer architecture, what is the role of a "Bus"?
(A) The primary cooling apparatus designed to regulate CPU temperature

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(B) A physical utility vehicle deployed to transport rural information kiosks
(C) The software platform functioning as the main expert system interface
(D) A communication network transferring data between computer components

2007

**153.** What is a "Micro-computer"?
(A) A high-performance mainframe system managing national scale databases
(B) A standard personal computer or laptop utilizing a microprocessor CPU
(C) An experimental computing architecture using microscopic biocomponents
(D) An advanced system using quantum mechanics to process complex datasets

2022

**154.** Consider the following statements about Web 2.0:
I. It introduced user-generated content.
II. It is characterized by static HTML pages.
III. It facilitated the rise of social media and blogs.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I only

2010

**155.** Which of the following is an example of an asynchronous communication tool used in an agricultural Learning Management System (LMS)?
(A) Live Video Conferencing
(B) Real-time Chat
(C) Telephone call
(D) Discussion Boards

2006

**156.** In the design of rural information kiosks, what is the primary role of "Localization"?
(A) Adapting digital content to local language, dialect, and culture
(B) Placing the physical kiosk system directly in the village center
(C) Restricting terminal web traffic exclusively to local rural domains
(D) Constructing the physical kiosk unit using locally sourced timber

2006

**157.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Interactive multimedia design for farmers should strictly avoid the use of complex textual jargon.
**Reason (R) :** Complex jargon increases extraneous cognitive load, impeding learning for users with low formal literacy.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2002

**158.** In the Four-Component Instructional Design (4C/ID) model, "Scaffolding" within learning tasks refers to:
(A) A physical mounting rack or bracket system used to support IT hardware
(B) Temporary assistance given to learners that fades as competence increases
(C) A diagnostic assessment of a candidate prior to commencing the course
(D) The structural styling framework used to design web-based interfaces

NODIA

2015

**159.** Which of the following best defines "Metadata" in the context of an agricultural repository?
(A) Structured descriptive data that provides information about other data
(B) Unprocessed environmental telemetry gathered directly from field sensors
(C) A centralized network database server containing regional census files
(D) The primary front-end programming code governing application styling

2014

**160.** What is "Cloud Computing" in the context of agricultural Big Data?
(A) Predicting atmospheric moisture and precipitation trends via barometers
(B) Saving digital databases onto localized physical hard drives exclusively
(C) On-demand delivery of databases, storage, and computing over the internet
(D) A mathematical algorithm designed for supervised machine learning tasks

2009

**161.** A "Node" in an agricultural Internet of Things (IoT) network refers to:
(A) The main remote database server hosting agricultural systems
(B) An orbital communication satellite transmitting global signals
(C) The human operator managing physical agricultural equipment
(D) Any physical network device like an active sensor or actuator

2001

**162.** Which of the following Artificial Intelligence (AI) techniques is commonly used in Natural Language Processing (NLP) to create chatbots for agricultural advisories?
(A) Unsupervised K-Means Clustering
(B) Deterministic Linear Programming
(C) Deep Learning and Language Models
(D) Association-based Apriori Algorithm

2019

**163.** In a Geographic Information System (GIS) map showing agricultural land use, land parcels are best represented using which vector geometry?
(A) Points
(B) Polygons
(C) Lines
(D) Pixels

2009

**164.** What is the fundamental difference between POP3 and IMAP email protocols?
(A) POP3 functions primarily as a sending protocol, while IMAP manages inbound mailboxes.
(B) POP3 requires continuous active web connections, while IMAP functions purely offline.
(C) Both protocols are legacy mechanisms that share identical functional specifications.
(D) POP3 downloads and deletes mail from servers, while IMAP syncs across multiple devices.

2018

**165.** The term "Bandwidth" in rural telecommunications refers to:
(A) The maximum data transmission rate over a network path
(B) The physical measurement of a fiber optic connection
(C) The frequency allocation of local community radio waves
(D) The monthly billing rate of a commercial internet plan

2004

**166.** Which type of topology connects all computers in a closed loop, where data travels in one direction?
(A) Bus Topology
(B) Star Topology
(C) Ring Topology
(D) Mesh Topology

2019

**167.** Consider the following statements on blockchain use in agriculture:
I. It provides a decentralized ledger.
II. It guarantees the absolute truth of data before it is entered (the oracle problem).
III. It facilitates transparent supply chains.
IV. It uses cryptographic hashing.
Which of the above statements are correct?
(A) I, II, and III
(B) I, III, and IV
(C) II, III, and IV
(D) I, II, and IV

2018

**168.** Which of the following sequences represents the correct order of data processing in a typical Machine Learning pipeline?
(A) Model Training, Data Preprocessing, Data Collection, Model Evaluation
(B) Data Collection, Data Preprocessing, Model Training, Model Evaluation
(C) Model Evaluation, Model Training, Data Preprocessing, Data Collection
(D) Data Preprocessing, Model Evaluation, Data Collection, Model Training

2015

**169.** What does the "Signaling Principle" in multimedia learning advocate?
(A) Triggering audial warnings or alarms whenever learners register input errors
(B) Adding visual cues like arrows or highlighting to direct learner attention
(C) Broadcasting standard tutorial data streams via regional radio frequencies
(D) Forcing users to click navigation controls to advance training interfaces

2004

**170.** Which of the following is a key component of "Digital Literacy"?
(A) Troubleshooting and repairing complex hardware motherboard systems
(B) The technical skill to write machine code in

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low-level assembly
(C) The ability to discover, evaluate, and use info via digital tools
(D) Possessing several advanced computer servers and mobile smart devices

2018
**171.** The "e-Choupal" system bypassed traditional mandis primarily to:
(A) Evade standardized regional taxation models imposed by regulatory boards
(B) Halt the cultivation of traditional cash crops within target farming sectors
(C) Establish exclusive monopolies over localized municipal logistics routes
(D) Eliminate middlemen to boost farmer profits and guarantee fair weighing

2003
**172.** Which expert system component acts as the interface between the inference engine and the human expert during the development phase?
(A) Knowledge Acquisition Facility
(B) User Interface
(C) Database Management System
(D) Explanation Facility

2004
**173.** What is the primary function of an "Explanation Facility" in an Agricultural Expert System?
(A) To translate core application text modules into multiple regional dialects
(B) To explain the logical reasoning and facts behind a specific recommendation
(C) To display a comprehensive glossary containing technical farming terms
(D) To troubleshoot hardware configuration conflicts on localized terminals

2024
**174.** In a Decision Support System (DSS), a "Model Management Subsystem" is responsible for:
(A) Administering the physical storage structures of secure relational databases
(B) Storing and running the mathematical or quantitative simulation models
(C) Managing visual layouts and interactive graphics of the user interface
(D) Establishing secure network tunnels linking DSS software to blockchain nodes

2006
**175.** Which satellite constellation provides the Global Positioning System (GPS) signals predominantly used globally?
(A) NAVSTAR (USA)
(B) GLONASS (Russia)
(C) Galileo (EU)
(D) NavIC (India)

NODIA

2018
**176.** Match the Big Data analytics technique in List I with its corresponding agricultural question in List II.
**List I :** Big Data analytics technique
P. Descriptive
Q. Diagnostic
R. Predictive
S. Prescriptive
**List II :** Agricultural question
1. What will the crop yield be next season?
2. What is the optimal planting date to maximize yield?
3. How many tons of rice were produced last year?
4. Why did the tomato crop fail last season?
(A) P-3, Q-4, R-1, S-2
(B) P-1, Q-2, R-3, S-4
(C) P-3, Q-1, R-4, S-2
(D) P-4, Q-3, R-2, S-1

2016
**177.** The use of Radio-Frequency Identification (RFID) tags on cattle is primarily an application of which technology?
(A) Blockchain Distributed Ledgers
(B) Immersive Virtual Reality
(C) Rule-based Expert Systems
(D) Internet of Things (IoT)

2007
**178.** What does "USSD" stand for in the context of mobile agricultural services?
(A) Universal Serial Service Data
(B) Unified System for Smart Devices
(C) Unstructured Supplementary Service Data
(D) Universal Standard for Sensory Data

2007
**179.** Which of the following is the most significant advantage of Unstructured Supplementary Service Data (USSD) over Short Message Service (SMS) for agricultural queries?
(A) It permits the high-speed transfer of high-resolution images
(B) It establishes a real-time, interactive session with the server
(C) It demands the exclusive utilization of high-end smartphones
(D) It completely restricts usage on older, legacy mobile devices

(C) P-3, Q-4, R-2, S-1
(D) P-1, Q-2, R-3, S-4

2002

**253.** In artificial intelligence, an "Expert System" consists of a Knowledge Base and an Inference Engine. What mathematical logic does the Inference Engine commonly use?
(A) Differential calculus equations
(B) Boolean and predicate logic
(C) Spherical trigonometric functions
(D) Multidimensional fractal geometry

2009

**254.** Which of the following is a core limitation of community radio as an agricultural extension tool?
(A) High cost of individual receiver sets for farmers
(B) Lack of support for local language broadcasting
(C) One-way communication with limited immediate feedback
(D) Inability to reach a large number of farmers simultaneously

2001

**255.** What is "Variable Rate Technology" (VRT) in precision agriculture?
(A) Varying soil inputs across a field based on localized site-specific needs
(B) Fluctuating financial interest rates applied to standard agriculture loans
(C) Modifying the operational forward speed of harvesting tractors randomly
(D) Changing the specific vegetable varieties sown on a daily rotation basis

2012

**256.** A farmer uses a mobile app that scans a diseased leaf and tells them what disease it is. The core technology powering this specific identification process is:
(A) Blockchain
(B) Unstructured Supplementary Service Data (USSD)
(C) Computer Vision (a subset of AI/ML)
(D) Geographic Information Systems (GIS)

2008

**257.** Which type of cognitive load is explicitly fostered by instructional designs that encourage learners to consciously create mental schemas?
(A) Intrinsic Load
(B) Extraneous Load
(C) Peripheral Load
(D) Germane Load

2001

**258.** The "digital divide" is often conceptualized in three levels. What does the "second-level digital divide" refer to?
(A) Disparities in physical hardware procurement and internet access
(B) Disparities in economic outcomes gained from utilizing platforms
(C) Disparities in literacy and skills to effectively use the technology
(D) Disparities in geographic distance to active cellular towers

2018

**259.** What does "OER" stand for in the context of educational technology?
(A) Online Educational Registration
(B) Open Educational Resources
(C) Optical Evaluation Reader
(D) Offline Extension Repository

2016

**260.** Consider the following statements about the Internet of Things (IoT) in agriculture:
I. It relies solely on human data entry.
II. It utilizes sensors to gather real-time data on parameters like soil moisture and temperature.
III. It can automate irrigation systems via actuators.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II, and III

2002

**261.** In computer memory architecture, what is "Cache Memory"?
(A) Fast memory situated near the CPU to store frequently accessed data
(B) The primary magnetic or solid-state storage drive in the mainframe
(C) An external flash memory storage accessory connected via USB cables
(D) A permanent read-only chip containing basic system boot sequences

2016

**262.** Which of the following is a characteristic of "Web 1.0"?
(A) Automated semantic data processing
(B) Interactive social networking platforms
(C) Static read-only informational pages

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standard contract advice to farmers
(D) Translate complex legal agreements into various regional language dialects

2003
**190.** In a Geographic Information System (GIS), a "Buffer" operation is an example of:
(A) Raster calculation
(B) Proximity analysis
(C) Network routing
(D) 3D modeling

2009
**191.** Consider the following statements about the Global Positioning System (GPS):
I. It relies on a constellation of satellites.
II. It requires an active internet connection to determine position.
III. It uses trilateration to calculate coordinates.
IV. Its accuracy can be affected by atmospheric conditions.
Which of the above statements are correct?
(A) I, II, and III
(B) I, III, and IV
(C) II, III, and IV
(D) I, II, and IV

2015
**192.** Which algorithm is a popular supervised machine learning method used for both classification and regression in agriculture?
(A) Apriori
(B) K-Means
(C) Random Forest
(D) Principal Component Analysis

2021
**193.** The "Village Knowledge Centre" (VKC) concept, famously promoted by the M.S. Swaminathan Research Foundation, places a strong emphasis on:
(A) Publishing highly technical theoretical research in academic journals
(B) Replacing standard traditional crops with synthetic food alternatives
(C) Exporting raw environmental sensor telemetry to overseas cloud servers
(D) Location-specific and demand-driven agricultural info dissemination

2023
**194.** Which e-learning modality is defined by learners accessing materials and completing coursework independent of a live instructor and outside of real-time?
(A) Synchronous
(B) Blended
(C) Asynchronous
(D) Hybrid

2001
**195.** What is the primary purpose of an "Inference Engine" using "Forward Chaining"?
(A) To start with a proposed conclusion and prove it using legacy facts
(B) To start with known facts and apply rules to reach a final conclusion
(C) To bridge the front-end user interface with the back-end database
(D) To identify and purge obsolete rule structures from the knowledge base

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2004
**196.** In the context of Big Data, "Data Mining" refers to:
(A) Physically excavating underground trenches to lay utility network cables
(B) Storing secure backup files on localized external magnetic storage units
(C) Manually scrubbing and deleting redundant database entries from archives
(D) Identifying patterns, anomalies, and relationships within large datasets

2007
**197.** Which of the following best describes "M-learning"?
(A) Educational delivery utilizing mobile devices to facilitate flexible learning
(B) Educational programs conducted exclusively via centralized mainframe terminals
(C) Mandatory professional development courses officially mandated by state offices
(D) Distance learning conducted solely through printed instruction manuals and papers

2014
**198.** Match the social media platform in List I with its predominant application format in agricultural extension in List II.
**List I :** Social media platform
P. YouTube
Q. WhatsApp
R. Twitter (X)
S. Facebook
**List II :** Application format
1. Instant messaging, peer-to-peer farmer groups
2. Long-form instructional videos and visual demonstrations
3. Community pages and local agribusiness

2008

**234.** Which mathematical concept is fundamental to the encryption used in blockchain technology?
(A) Differential calculus operations
(B) Spherical trigonometry formulas
(C) Cryptographic hash functions
(D) Euclidean coordinate geometry

2015

**235.** What is an "Actuator" in an agricultural Internet of Things (IoT) context?
(A) An environmental sensor that continuously measures localized soil temperature
(B) A photovoltaic solar panel supplying electric power to remote terminal nodes
(C) A remote distributed cloud server designed for storing agricultural metadata
(D) A component executing received electrical signals to physically move a device

2025

**236.** Which data structure represents geographical features using $x$, $y$ coordinates?
(A) Vector
(B) Raster
(C) TIN
(D) Voxel

2015

**237.** The "Gyandoot" project was an intranet-based rural kiosk network initiated in which Indian state?
(A) Gujarat
(B) Madhya Pradesh
(C) Maharashtra
(D) Kerala

2002

**238.** What is the primary difference between a Web App and a Native Mobile App for an agricultural portal?
(A) Web apps demand direct installation from virtual marketplaces, whereas native systems are pre-loaded.
(B) Native apps are built for specific OS platforms to access hardware, while web apps run in browsers.
(C) Web apps are designed as flat text-only portals lacking visual animations or dynamic interface panels.
(D) Native apps function strictly as standalone offline units that completely lack web routing capabilities.

2003

**239.** In social media analytics, what does "Sentiment Analysis" refer to?
(A) Using NLP to classify user feedback sentiment as positive, negative, or neutral
(B) Quantifying the precise total volume of active profile followers over time
(C) Evaluating the personal emotional quotient scores of local field operators
(D) Monitoring the physical geographical coordinates of a target mobile terminal

2002

**240.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The Redundancy Principle states that learning is hindered when a graphic is accompanied by both narration and on-screen text simultaneously.
**Reason (R) :** Processing both on-screen text and graphics simultaneously overloads the visual channel of working memory.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2006

**241.** Which of the following is a key component of an "Expert System" but NOT typically part of a standard relational database?
(A) Data fields
(B) Query Language
(C) Primary Keys
(D) Inference Engine

2005

**242.** In a Geographic Information System (GIS), what is a "DEM"?
(A) Data Extraction Module
(B) Direct Environment Map
(C) Digital Elevation Model
(D) Distance Evaluation Metric

2007

**243.** Which type of Big Data analytics is primarily used when an Artificial Intelligence (AI) algorithm recommends the exact mixture of fertilizer a farmer should apply tomorrow based on multi-variate modeling?
(A) Descriptive

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2011
**207.** According to Mayer's Cognitive Theory of Multimedia Learning, what is the "Pre-training Principle"?
(A) Learning improves when users know key concept names and traits beforehand
(B) Engaging in cardiovascular physical exercise prior to studying improves memory
(C) Mandating that all digital modules must be preceded by a formal diagnostic exam
(D) Ensuring that academic instructors undergo strict certification before teaching

2007
**208.** Which Computer-Assisted Instruction (CAI) model is designed to teach a new concept from scratch, similar to a human teacher, using text, graphics, and interactive questions?
(A) Drill and Practice
(B) Simulation
(C) Tutorial
(D) Educational Game

2022
**209.** In the context of Big Data, what does "Prescriptive Analytics" do that "Predictive Analytics" does not?
(A) It gathers and systematically compiles historical data archives
(B) It projects statistical forecasts of future market trends
(C) It designs and renders interactive visual graphics dashboards
(D) It recommends specific actions to optimize predicted outcomes

2019
**210.** Which Artificial Intelligence (AI) subset specifically uses multiple layers of artificial neural networks to solve complex problems like high-resolution crop disease recognition?
(A) Support Vector Machines
(B) Random Forests
(C) Deep Learning
(D) K-Nearest Neighbors

2006
**211.** What is the primary function of a "Router" in an agricultural research institute's Local Area Network (LAN)?
(A) To step up the physical electrical voltage along network cables
(B) To forward data packets across networks, routing traffic efficiently
(C) To host and store localized relational databases for the research institute
(D) To function solely as a physical wireless receiver for mobile user devices

2007
**212.** Which characteristic is a distinct advantage of print media over digital media in rural agricultural extension?
(A) Providing dynamic digital interactivity and real-time feedback loops
(B) Delivering immediate, automatic updates on local crop market prices
(C) Supporting high-definition audio and interactive multimedia playback
(D) Physical tangibility and complete independence from electrical power

2003
**213.** In the Four-Component Instructional Design (4C/ID) model, what differentiates "Procedural Information" from "Supportive Information"?
(A) Procedural guides routine steps (how-to), while supportive guides non-routine problem solving (what-is).
(B) Procedural details are taught prior to initiating tasks, whereas supportive details are delivered after.
(C) Procedural info is designed exclusively for course instructors, whereas supportive info is for learners.
(D) Both structural forms share identical design parameters and are completely interchangeable in lessons.

2005
**214.** Which factor most heavily contributes to the "Extraneous Cognitive Load" in an online agricultural module?
(A) The structural complexity and conceptual difficulty of the agricultural topics
(B) The existing level of prior academic knowledge possessed by the individual
(C) Confusing navigation and cluttered layouts due to poor user interface design
(D) The organic development and construction of cognitive schemas in working memory

2017
**215.** What is "Phishing" in the context of cyber security for agricultural portals?
(A) Fraudulent attempts to steal passwords or data by mimicking trustworthy entities
(B) An advanced biological feeding technique deployed in commercial aquaculture units
(C) The programmatic extraction of hidden correlations within big data repositories

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(D) A certified legal protocol governing the digital transfer of rural land deeds

2007

**216.** Consider the following elements of a blockchain:
I. Decentralization
II. Immutability
III. Consensus Mechanism
IV. Centralized Authority
Which of the above are core principles of blockchain technology?
(A) I, II, and III
(B) II, III, and IV
(C) I, III, and IV
(D) I and II only

2025

**217.** In Sweller's Cognitive Load Theory, "Working Memory" is characterized by:
(A) Infinite capacity and permanent duration
(B) Limited capacity and short duration
(C) Limited capacity and permanent duration
(D) Infinite capacity and short duration

2005

**218.** Which statement regarding "Expert Systems" is mathematically true in its logic?
(A) They use inductive logic to synthesize entirely new scientific theories
(B) They rely completely on randomized stochastic number generator matrices
(C) They apply deductive IF-THEN rules to reach logical conclusions from facts
(D) They are unable to execute processes without active broadband connectivity

2011

**219.** A "Decision Tree" algorithm in machine learning is an example of:
(A) An unsupervised learning model
(B) A reinforcement learning model
(C) A clustering model
(D) A supervised learning model

2005

**220.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Synchronous e-learning guarantees higher knowledge retention than asynchronous e-learning for all learners.
**Reason (R) :** Synchronous e-learning allows for immediate clarification of doubts through real-time interaction.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2018

**221.** Which Geographic Information System (GIS) function involves overlaying a polygon layer of soil types with a polygon layer of land ownership to find specific intersections?
(A) Spatial buffer boundary analysis
(B) Topological overlay analysis
(C) Vector network routing analysis
(D) Geographical geocoding processes

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2007

**222.** The term "HCI" (Human-Computer Interaction) studies the design and use of computer technology. Which HCI concept focuses on how easily a farmer can navigate an app for the very first time?
(A) Efficiency
(B) Learnability
(C) Memorability
(D) Error tolerance

2013

**223.** What is the primary function of a "Gateway" in computer networking?
(A) To link dissimilar networks running different communication protocols
(B) To provide active electrical surge protection across network racks
(C) To amplify and boost low-power analog communication signals
(D) To regulate ambient heat and cool active mainframe hardware

2001

**224.** Which type of memory is volatile and loses its contents when the computer is powered off?
(A) ROM
(B) Hard Disk Drive
(C) RAM
(D) Solid State Drive

2012

**225.** In agricultural big data, what does the characteristic "Velocity" represent?
(A) The maximum operating physical speed of active harvesting machinery
(B) The collective storage capacity and file size of crop databases
(C) The localized wind velocity recorded by

meteorological anemometers
(D) The rapid speed of real-time data generation, processing, and analysis

2022
**226.** Match the web protocol in List I with its standard port number in List II (assuming default configurations).
**List I :** Web protocol
P. HTTP
Q. HTTPS
R. FTP
S. SMTP
**List II :** Port number
1. Port 21
2. Port 80
3. Port 443
4. Port 25
(A) P-2, Q-3, R-1, S-4
(B) P-3, Q-2, R-4, S-1
(C) P-2, Q-1, R-3, S-4
(D) P-1, Q-4, R-2, S-3

2012
**227.** Which instructional strategy aligns with the 'Image Principle' in Mayer's Cognitive Theory of Multimedia Learning?
(A) Using a high-resolution image of the instructor's face on the screen at all times improves learning.
(B) People do NOT necessarily learn better from a talking-head video than from audio narration alone.
(C) Every word of narration must have a corresponding image.
(D) Text should be embedded within complex images.

2018
**228.** In Schnotz's integrative model of text and picture comprehension, the interaction between a mental model and a propositional representation is mediated by:
(A) The peripheral sensory nervous pathways
(B) The terminal physical display monitor
(C) The metadata semantic web architecture
(D) Working memory's central executive

2015
**229.** Consider the following components of an Internet of Things (IoT) system:
I. Sensors
II. Connectivity
III. Data Processing
IV. User Interface
V. Crop Harvesting Machinery
Which of the above components form the core architecture of an IoT data loop?
(A) I, II, III, and IV
(B) II, III, IV, and V
(C) I, III, IV, and V
(D) I, II, IV, and V

2008
**230.** Which of the following is a primary goal of the SWAYAM (Study Webs of Active-Learning for Young Aspiring Minds) platform in India?
(A) To market and license proprietary agricultural simulation software commercially
(B) To deploy high-speed broadband and wireless internet systems in rural regions
(C) To deliver premium educational resources directly to disadvantaged learners
(D) To substitute traditional physical farming academies with online training hubs

2025
**231.** What is the fundamental mechanism behind "Machine Learning"?
(A) Algorithms recognizing patterns in data to improve performance via experience
(B) Hardcoding every sequential rule directly into system logical architectures
(C) Constructing robotic devices that physically simulate structural human motion
(D) Soldering dedicated hardware boards to complete one mathematical calculation

2013
**232.** A Decision Support System (DSS) is most appropriate for solving which type of problems?
(A) Highly structured, repetitive administrative calculations like payroll systems
(B) Autonomous mechanical actions demanding zero direct user oversight or input
(C) Basic arithmetic operations performed automatically by standard calculators
(D) Unstructured or semi-structured problems that require professional human judgment

2006
**233.** The Agricultural Marketing Information Network (AGMARKNET) portal is implemented by which organization in India?
(A) ISRO
(B) Directorate of Marketing & Inspection (DMI) and NIC
(C) ICAR
(D) NITI Aayog

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networking
4. Micro-blogging, rapid alerts, and policy updates

(A) P-2, Q-1, R-4, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-2, Q-4, R-1, S-3
(D) P-3, Q-1, R-4, S-2

2007

**199.** What does the term "Open Source" mean in the context of agricultural software (e.g., open-source Geographic Information System (GIS))?
(A) The source code is publicly accessible for anyone to view, modify, and share
(B) The software is strictly restricted to authorized government extension agencies
(C) The application possesses severe security vulnerabilities to malware attacks
(D) The cloud platform is accessible exclusively during standard business hours

2008

**200.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The adoption of precision agriculture technologies is universally high among smallholder farmers in developing nations.
**Reason (R) :** Precision agriculture relies on expensive technologies like drones, IoT sensors, and high-resolution satellite imagery.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2008

**201.** Which component of an Expert System handles the updating and structuring of data provided by a domain expert?
(A) Interactive User Interface
(B) Knowledge Acquisition Facility
(C) Automated Inference Engine
(D) Standard Output Module

2021

**202.** The concept of "Spatial Resolution" in satellite imagery used for agriculture refers to:
(A) The total orbital period required for a satellite to complete a rotation
(B) The quantity of distinct electromagnetic bands the sensor array detects
(C) The ground dimension represented by the smallest pixel in the image
(D) The relative precision of the sensor when recording electrical signals

2024

**203.** Which spectral band is highly utilized in remote sensing to calculate the Normalized Difference Vegetation Index (NDVI) for assessing crop health?
(A) Ultraviolet and Blue
(B) Thermal Infrared and Microwave
(C) Green and Blue
(D) Red and Near-Infrared (NIR)

2005

**204.** In Internet of Things (IoT) architecture, MQTT (Message Queuing Telemetry Transport) is a widely used protocol. What is its primary characteristic?
(A) A lightweight publish-subscribe protocol suited for low-bandwidth devices
(B) A heavy, synchronous communication framework requiring immense bandwidth
(C) A high-overhead protocol used exclusively for streaming massive video files
(D) An obsolete, insecure analog protocol designed for legacy copper wiring

2018

**205.** Consider the following statements regarding the National Agriculture Market (e-NAM) portal:
I. It physicalizes the agricultural mandis.
II. It promotes uniformity in agriculture marketing by streamlining procedures.
III. It restricts farmers to sell only within their home district.
IV. It facilitates real-time online price discovery.
Which of the above statements are correct?
(A) I and III
(B) II and IV
(C) I, II, and IV
(D) II, III, and IV

2007

**206.** Which type of database model stores data in tables consisting of rows and columns, heavily utilized in agricultural Decision Support Systems (DSS)?
(A) Hierarchical Database
(B) Relational Database
(C) Network Database
(D) Object-Oriented Database

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(B) Prescriptive
(C) Predictive
(D) Retrospective

2011

**244.** Consider the following steps of designing a Computer-Assisted Instruction (CAI) module:
I. Development of content and media
II. Needs Assessment and audience analysis
III. Evaluation and feedback
IV. Storyboarding and design
Which of the following represents the correct systematic order of these steps?
(A) II, IV, I, III
(B) I, II, IV, III
(C) II, I, IV, III
(D) IV, II, I, III

2012

**245.** In computer architecture, what does the acronym "ALU" stand for?
(A) Arithmetic Logic Unit
(B) Array Logic Unit
(C) Asynchronous Local Unit
(D) Advanced Learning Unit

2016

**246.** Which of the following best describes the "Voice Principle" in Mayer's Cognitive Theory of Multimedia Learning?
(A) Learning is enhanced when narration utilizes robotic, synthesized vocal units
(B) The audio amplitude or volume must be adjusted to extremely loud levels
(C) Learning is better with a friendly human voice rather than a machine voice
(D) The spoken narration tracks must execute over loud instrumental background music

2004

**247.** The Four-Component Instructional Design (4C/ID) model emphasizes "Whole-task Practice". What does this mean?
(A) Training learners on complex, integrated real-world tasks from the start
(B) Practicing a single isolated mechanical micro-skill repeatedly in a vacuum
(C) Partitioning target skills so the candidate fails to understand the outcome
(D) Evaluating student capabilities on advanced tasks omitted from the syllabus

2001

**248.** Which protocol is primarily responsible for sending emails across the internet?
(A) POP3
(B) IMAP
(C) HTTP
(D) SMTP

2017

**249.** A "Topology" in computer networking defines:
(A) The structural contour mapping of a targeted farming territory
(B) The physical or logical layout of network nodes and connections
(C) The standardized software operating system running on computers
(D) The commercial web browser interface deployed on terminal units

2002

**250.** Which e-learning platform is an initiative by the Ministry of Education (India) that provides massive open online courses (MOOCs) specifically for Indian students?
(A) Coursera
(B) edX
(C) SWAYAM
(D) Udacity

2014

**251.** What is the fundamental difference between "Intrinsic" and "Extraneous" cognitive load?
(A) Intrinsic stems from flawed lesson layouts; extraneous stems from difficult math
(B) Both loads depend exclusively on physical media formats and screen resolution
(C) Intrinsic loads affect younger students; extraneous loads affect mature users
(D) Intrinsic stems from material difficulty; extraneous stems from layout design

2002

**252.** Match the specific GIS/GPS term in List I with its corresponding function in List II.
**List I :** GIS/GPS term
P. Vector Data
Q. Raster Data
R. Trilateration
S. Geocoding
**List II :** Function
1. Converting addresses into geographic coordinates
2. Representing data as a grid of pixels
3. Representing data using points, lines, and polygons
4. Determining position using distances from satellites
(A) P-3, Q-2, R-4, S-1
(B) P-2, Q-3, R-1, S-4

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2008

**180.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Mobile applications for crop insurance require a reliable internet connection at the exact moment of data capture in the field.
**Reason (R) :** Crop insurance apps can store geotagged photos locally and sync them with the server later when connectivity is available.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2007

**181.** In the context of Human-Computer Interaction (HCI), what is "Feedback"?
(A) A response confirming that user action has been received and processed
(B) The high-pitched acoustic squeal caused by audio loop in microphones
(C) The sequential shutdown procedure of a mainframe database terminal
(D) The physical mechanical buttons mapped onto a standard input keyboard

2019

**182.** A major criticism of the "Top-Down" approach in designing rural agricultural Information and Communication Technology (ICT) projects is:
(A) It demands excessive administrative input and labor from local farmers
(B) It takes a prolonged duration to secure official government funding
(C) It frequently ignores local socio-cultural contexts and end-user needs
(D) It depends heavily on unsupported or experimental open-source software

2013

**183.** Which psychological framework primarily underpins the design principles in Sweller's Cognitive Load Theory and Mayer's Cognitive Theory of Multimedia Learning?
(A) Cognitive psychology models
(B) Behavioral learning theories
(C) Psychoanalytic methodologies
(D) Constructivist paradigms

2022

**184.** In Sweller's Cognitive Load Theory, "Segmenting" a complex tutorial into smaller, user-controlled pieces helps manage which type of load?
(A) Extraneous load
(B) Germane load
(C) Haptic load
(D) Intrinsic load

2018

**185.** In Schnotz's integrative model of text and picture comprehension, the process of constructing a propositional representation from text is referred to as:
(A) Model inspection
(B) Semantic processing
(C) Analog mapping
(D) Rasterization

2006

**186.** Which phase of the Four-Component Instructional Design (4C/ID) model ensures that learners do not forget complex skills over time?
(A) Supportive Information
(B) Part-Task Practice
(C) Learning Tasks
(D) Procedural Information

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2016

**187.** An Artificial Intelligence (AI) model is trained on a dataset of images containing diseased leaves, but it fails to recognize the disease when tested on images from a different region with slightly different lighting. This problem is known as:
(A) Underfitting
(B) Feature selection
(C) Clustering
(D) Overfitting

2025

**188.** Which of the following sensors is NOT typically part of an agricultural Internet of Things (IoT) weather station?
(A) Seismograph
(B) Anemometer
(C) Pyranometer
(D) Hygrometer

2014

**189.** What is a "Smart Contract" on an agricultural blockchain designed to do?
(A) Manually negotiate financial trade prices directly between growers and buyers
(B) Automatically execute transactions once coded conditions are met on the ledger
(C) Provide certified legal counseling and

(D) Decentralized blockchain transactions

2016

**263.** In the architecture of an e-Choupal kiosk, who is the "Sanchalak"?
(A) A trained local farmer who runs the kiosk and guides transactions
(B) A corporate software systems developer maintaining backend databases
(C) A municipal revenue tax officer supervising compliance audits
(D) An independent commercial truck driver managing crop distribution

2015

**264.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Deep Learning models in agriculture require massive amounts of labeled data to achieve high accuracy.
**Reason (R) :** Deep Learning models learn representations directly from data without manual feature extraction, necessitating large datasets to capture underlying patterns.
In the light of the above statements, choose the correct answer from the options given below:
(A) Both A and R are true and R is the correct explanation of A
(B) Both A and R are true but R is not the correct explanation of A
(C) A is true but R is false
(D) A is false but R is true

2012

**265.** Which statistical method is fundamentally used in Machine Learning to find the best-fitting line through a set of agricultural data points for predictive modeling?
(A) K-Means Clustering
(B) Linear Regression
(C) Support Vector Classification
(D) Association Rules

2003

**266.** A "MAN" (Metropolitan Area Network) is best suited for connecting:
(A) Networked electronic hardware inside a single office workspace
(B) Research facilities situated across completely different continents
(C) University networks located within the bounds of a single city
(D) A personal connection linking a smartwatch to a smart mobile device

2003

**267.** What is a primary socio-cultural barrier to the adoption of Information and Communication Technology (ICT) by rural women in agriculture?
(A) Lack of modern physical computing devices and localized hardware terminals
(B) An over-abundance of competing high-speed broadband cellular signals
(C) Official state mandates forcing female workers to adopt digital systems
(D) English-only digital resources combined with restrictive societal gender norms

2023

**268.** Which of the following e-learning components is explicitly designed to track student progress, administer quizzes, and manage course grades?
(A) A Learning Management System (LMS)
(B) A Content Delivery Network (CDN)
(C) An Expert System
(D) A Geographic Information System (GIS)

2023

**269.** The "Kisan Suvidha" app provides information on various parameters. Which of the following is NOT typically provided by this specific app?
(A) Current weather and 5-day forecasts
(B) Live streaming of Hollywood movies
(C) Market prices of commodities in the nearest mandis
(D) Plant protection advisories

2025

**270.** Which mathematical notation accurately represents the structure of a rule in an Expert System's Knowledge Base?
(A) Integration equation: $f(x)\,dx$
(B) Logical statement: IF-THEN rule
(C) Mass-energy formula: $E = mc^2$
(D) Linear equation: $y = mx + c$

2007

**271.** What does the "Spatial Contiguity Principle" dictate in the layout of an extension brochure?
(A) Text and related images should be placed physically close on the page
(B) Text and related images should be positioned far apart on the page
(C) Text should always occupy left columns and pictures on right panels
(D) Images and figures must be completely omitted from study brochures

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2016

**272.** In Schnotz's integrative model of text and picture comprehension, a "Depictive Representation" refers to:
(A) A written paragraph containing standard descriptive prose text
(B) An active audio track containing spoken narration details
(C) A visual graphic representing structural relationships analogously
(D) A formal mathematical equation representing linear variables

2003

**273.** Which of the following is an example of an "Unsupervised Learning" task in agricultural Artificial Intelligence (AI)?
(A) Predicting exact maize prices next month using past trends
(B) Diagnosing leaf disease using supervised visual classifiers
(C) Filtering incoming spam messages out of an active user inbox
(D) Grouping unlabelled soil profiles based on chemical traits

2006

**274.** In a blockchain, what ensures the "Immutability" of the data once it is recorded?
(A) The ledger is printed on safety paper and locked inside vault rooms
(B) A dedicated database manager actively audits transactions constantly
(C) Each block contains the cryptographic hash of the previous block
(D) The database is entirely concealed on a secret high-security server

2014

**275.** Which type of Decision Support System (DSS) uses algorithms and mathematical formulas to simulate complex agricultural processes, such as water flow in a watershed?
(A) Communication-driven DSS
(B) Model-driven DSS
(C) Data-driven DSS
(D) Document-driven DSS

2002

**276.** Computer architecture component
List I:
P. CPU
Q. GPU
R. RAM
S. Motherboard
**List II :** Function
1. Temporary, volatile storage for active processes
2. Specialized processor for rendering graphics/ images
3. The main printed circuit board connecting all components
4. The primary component executing instructions and logic
(A) P-4, Q-2, R-1, S-3
(B) P-1, Q-3, R-2, S-4
(C) P-4, Q-1, R-2, S-3
(D) P-2, Q-4, R-3, S-1

2016

**277.** The term "Teleconferencing" in agriculture encompasses which of the following modalities?
(A) Synchronous remote audio, video, or digital conferencing
(B) Standard analog voice calls made via telephone landlines
(C) Asynchronous messaging exchanges via digital mail boxes
(D) Physical assembly sessions hosted in local village squares

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2011

**278.** In the context of Big Data, what does "Hadoop Distributed File System (HDFS)" provide?
(A) A centralized database system configured to manage small datasets
(B) An interactive software application portal designed for farm workers
(C) A distributed storage system running on commodity hardware clusters
(D) A multispectral scanning camera module deployed on remote drones

2010

**279.** Which of the following best defines the "Semantic Web" aspect of Web 3.0?
(A) Machine-readable data schemas enabling AI to map relational crop concepts
(B) A traditional ecosystem of flat document files linked by hyperlinks only
(C) A totally decentralized application network hosting local social media
(D) An exclusive online repository restricted strictly to academic bodies

2024

**280.** What is a key limitation of purely "Drill and Practice" Computer-Assisted Instruction (CAI) modules?
(A) They are entirely useless for basic rote memory retention and practice

(B) They demand overly complex programming architectures to build cleanly
(C) They require specialized, expensive immersive Virtual Reality systems
(D) They fail to teach complex problem solving or new conceptual theories

2010
**281.** According to the Four-Component Instructional Design (4C/ID) model, what is a "Constituent Skill"?
(A) The full operational complex task sequence itself
(B) A sub-skill or element constituting a complex skill
(C) The physical computer hardware setup used by students
(D) The final examination performance score of candidates

2002
**282.** In precision agriculture, what role does a "Yield Monitor" play?
(A) It automatically dispenses mineral fertilizer blends across farm soils
(B) It tracks corporate agricultural commodity stock prices on the market
(C) It records crop flow and moisture during harvest with GPS mapping
(D) It executes automatic steering control functions on advanced tractors

2010
**283.** Which of the following accurately describes a "Mesh Topology" network?
(A) Every individual node links directly to a centralized server routing switch
(B) Nodes are sequentially attached along a single continuous main trunk cable
(C) Every device is structured inside a closed continuous round loop pipeline
(D) Nodes are interconnected directly, offering high redundancy and fault safety

2001
**284.** A researcher wants to assess the socio-economic impact of a new rural kiosk. Which metric would be considered a direct socio-economic indicator rather than a technical one?
(A) The average income increase of farmers using kiosk market data
(B) The upload/download bandwidth speeds of the cellular link
(C) The total physical quantity of RAM cards in the computer
(D) The annual uptime percentage score of the database server

2012
**285.** In Human-Computer Interaction (HCI), designing a touch interface for farmers working in bright sunlight necessitates careful attention to which visual element?
(A) Using intricate, highly detailed icons
(B) Utilizing high contrast colors and large typography
(C) Using subtle pastel color palettes
(D) Placing all buttons in the extreme corners of the screen

2005
**286.** What is the fundamental mechanism behind "Reinforcement Learning" in Artificial Intelligence (AI)?
(A) Model training utilizing predefined annotated datasets curated by humans
(B) Learning via feedback from environmental actions to maximize rewards
(C) Grouping unlabelled datasets according to objective mathematical metrics
(D) Organizing static transactional archives within structural SQL tables

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2011
**287.** Which of the following is an example of an "Actuator" in an automated greenhouse?
(A) A motorized ventilation window opening on high temperatures
(B) A digital thermometer measuring ambient air temperature levels
(C) A localized dielectric sensor tracking soil moisture content
(D) An optical camera recording continuous vegetable growth images

2018
**288.** In the context of Internet of Things (IoT) communication, what is "LoRa"?
(A) A high-bandwidth short-range protocol designed for streaming video
(B) A physical copper coaxial wiring standard for high-speed Ethernet
(C) An LPWAN protocol enabling long-range transfer at low data rates
(D) A cryptographic distributed database ledger managing transactions

2022
**289.** Consider the following aspects of a Decision Support System (DSS):
I. It automates the final decision completely,

**18.** (D) A trained local knowledge worker or kiosk operator who resides in the community
In a Village Knowledge Centre, a trained local knowledge worker or resident kiosk operator serves as the vital intermediary bridging the digital divide. By understanding both the local culture and digital systems, this operator assists community members with searching for information, translating technical data into practical advice, and navigating online public services effectively.

**19.** (A) The critical deficiency in localized digital content and literacy among farmers
The widespread deployment and long-term sustainability of rural information kiosks are primarily hindered by low digital literacy and a shortage of localized, language-appropriate content. Without intuitive digital interfaces and highly relevant, localized agricultural information, rural farmers cannot utilize kiosk services effectively, resulting in low adoption rates despite the availability of physical hardware.

**20.** (C) To archive facts, operational rules, and expert agricultural heuristics
The knowledge base is the core repository of an agricultural expert system, storing domain-specific facts, IF-THEN rules, and specialized heuristics gathered from human experts. This structured repository provides the essential information that the software processes to solve complex farming problems, such as identifying crop diseases or recommending optimal pesticide applications for specific environments.

**21.** (A) The Inference Engine
Within an expert system, the inference engine functions as the primary processing brain that applies logical rules to available data. By executing search strategies and logical deduction techniques, this component reasons through the facts stored in the knowledge base to diagnose crop conditions, resolve farmer queries, and recommend specific agricultural management solutions.

**22.** (D) An informal rule-of-thumb or experiential judgment used by human domain experts
A heuristic is an informal, experiential rule-of-thumb or practical simplification used by human domain experts to solve complex problems efficiently. In agricultural expert systems, encoding these heuristics enables the software to replicate the intuitive, experienced-based decision-making processes of seasoned agronomists or veterinarians when faced with incomplete field data or complex diagnostic scenarios.

**23.** (B) It depends strictly on pre-coded rules and cannot adapt to completely unrecorded input scenarios.
A purely rule-based expert system operates within the strict logical boundaries of its pre-programmed rules. When presented with a completely novel, unrecorded pest infestation, the system cannot adapt or infer beyond its static knowledge base. This rigid dependency prevents it from diagnosing unknown conditions that do not match existing IF-THEN decision structures.

**24.** (A) P-3, Q-1, R-4, S-2
Decision Support Systems are customized for distinct agricultural sectors to deliver specialized outputs. Crop systems optimize fertilizer and irrigation schedules, while dairy platforms calculate balanced cattle rations. Veterinary applications track epidemiological zoonotic outbreaks, and fisheries management tools utilize predictive models for ocean upwelling zones, ensuring precise, sector-specific operational guidance for producers.

**25.** (B) Intelligence, Design, Choice, Implementation
The development of decision support systems follows a logical sequence based on classic decision-making models. This structured progression begins with the intelligence phase to identify problems, followed by the design phase to formulate alternatives, the choice phase to select the optimal course of action, and finally the implementation phase to execute the system.

**26.** (A) Simulating varying catch quotas to project stock dynamics
What-if analysis in a fisheries decision support system involves modifying input variables to simulate different potential outcomes. By altering variables such as seasonal catch limits, resource managers can project long-term fish stock dynamics and evaluate the ecological impact of different regulatory choices before implementing policy changes in the physical environment.

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(C) On-chain code that automatically triggers actions when rules are met
(D) A flexible database entry modified easily by single network actors

2006

**299.** In Big Data, the term "Variety" refers to the fact that data comes in many formats. Which of the following represents "Unstructured Data" in agriculture?
(A) Daily rainfall spreadsheets
(B) Database tables of farmers
(C) Historical crop price lists
(D) Drone photos and social posts

2007

**300.** Evaluate the following statements regarding the evolution of Information and Communication Technology (ICT) in agriculture:
I. The early phase relied heavily on one-way mass media like radio and television.
II. The current phase leverages bidirectional, interactive digital platforms like IoT and mobile apps.
III. The digital divide has been completely eradicated globally due to smartphone penetration.

Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II, and III

**********

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not guarantee the scientific accuracy of shared agronomic advice, as any user can post unverified content without undergoing formal academic peer review or verification.

**37.** (A) Number of shares and comments
When evaluating social media performance, active engagement metrics like the number of shares and comments are far more informative than passive reach data. While impressions indicate how many screens displayed a post, sharing and commenting demonstrate that farmers actively processed, valued, and interacted with the instructional agricultural video, initiating discussions within their networks.

**38.** (D) The rapid spread of unverified, inaccurate, or pseudoscientific farm advice
Relying exclusively on social media networks for agricultural extension introduces a major risk of spreading unverified, inaccurate, or pseudoscientific advice. Because these platforms lack gatekeeping mechanisms and formal scientific verification, erroneous pest management tips or soil treatments can circulate rapidly, potentially leading to crop damage and financial losses for misinformed farmers.

**39.** (B) Map potential insect migrations to coordinate local regional control measures
Analyzing geographic user data of farmers interacting with pest-control posts allows extension specialists to identify emerging hot spots. By mapping where searches and engagement for specific pest remedies are clustering, agencies can predict insect migration trends, coordinate localized control measures, and allocate resources effectively before infestations spread across administrative boundaries.

**40.** (C) The socioeconomic disparity in ICT access and digital literacy across geographic regions
The digital divide in rural agriculture describes the persistent socioeconomic disparity in access to modern information and communication technologies and digital literacy. This divide separates communities with stable internet and digital skills from marginalized, remote smallholders, restricting their ability to access real-time market data, online extension advisories, and advanced precision farming systems.

**41.** (D) Deficiencies in basic power grids and telecommunication networks in rural areas
A fundamental structural barrier contributing to the digital divide in developing nations is the widespread deficiency in rural infrastructure. Without reliable electrical power grids and robust cellular telecommunication networks, remote farming communities cannot maintain stable internet access or operate digital devices, preventing the successful adoption of web-based agricultural advisory platforms.

**42.** (A) Low-income farmers lack the funds to buy devices and data plans.
Socioeconomic status heavily influences ICT adoption because low-income farmers face financial barriers to purchasing modern smartphones, tablets, and subscription data plans. This economic limitation restricts their access to valuable digital extension services, market portals, and real-time weather notifications, widening the information gap between resource-poor smallholders and wealthier agricultural producers.

**43.** (B) Conducting targeted digital literacy programs and ensuring equitable device access for women
Bridging the gender-based digital divide in rural farming communities requires targeted digital literacy training and equitable access to communication devices for women. Since women perform significant agricultural labor, providing them with direct access to digital resources and training ensures they can independently utilize mobile advisory apps, financial services, and crop management tools.

**44.** (B) Synchronous learning
Synchronous learning is an instructional modality where learners and instructors interact in real-time, regardless of their physical locations. This approach facilitates live discussions, immediate feedback, and active collaborative exercises through digital tools like web-conferencing, virtual classrooms, and interactive chat rooms, replicating the immediacy of traditional face-to-face classroom environments in an online format.

**45.** (B) II, III, and V
Asynchronous e-learning tools enable self-paced learning without requiring real-time interaction. Discussion forums, recorded video lectures, and email correspondence allow farmers and students

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**9.** (D) Semantic web frameworks, machine-to-machine communication, and decentralization
Web 3.0 represents a technological paradigm shift characterized by semantic web frameworks, machine-to-machine communication, and decentralized data management. In modern smart farming, these features enable intelligent software agents to interpret, link, and process complex agricultural datasets automatically, facilitating autonomous decision-making, secure ledger transactions, and seamless integration of internet-connected sensors without relying on centralized servers.

**10.** (A) HTTPS
The Hypertext Transfer Protocol Secure is the standard communication protocol utilized to transmit web pages securely between a server and a web browser. By encrypting the data payload, this protocol protects sensitive farmer login credentials, transaction details, and proprietary agronomic information from external interception and cyber threats during active online extension portal sessions.

**11.** (B) IMAP
The Internet Message Access Protocol is designed for email retrieval, allowing client applications to access and manage messages directly on a remote mail server. Unlike simpler protocols, it synchronizes state changes across multiple devices and retains copies of emails on the server, which prevents data loss for agricultural cooperatives sharing access to a central mailbox.

**12.** (C) A is true but R is false.
Community radio is highly effective for disseminating localized agricultural advisories because it addresses specific regional farming conditions in local dialects. However, these stations do not operate on national frequency bands to cover the entire country; instead, they utilize low-power transmitters designed specifically to cover small, localized geographic areas, making the reason statement false.

**13.** (A) Inability to provide real-time updates during sudden crop pest outbreaks
Although print media is highly trusted and provides physical, long-term reference manuals for rural communities, its physical production and distribution cycles create a substantial delay. This lack of immediacy makes print platforms entirely unsuitable for delivering real-time, urgent updates or action advisories during sudden agricultural emergencies, such as rapid pest infestations or unexpected weather shifts.

**14.** (C) Internet radio bypasses geographic boundaries but requires active internet access.
Traditional community radio relies on analog transmitters restricted to specific physical ranges and spectrum licenses. In contrast, internet radio streams digital audio globally, bypassing geographic boundaries and allowing diaspora or distant farmers to listen. However, this platform requires active internet connectivity, making it dependent on cellular data or broadband infrastructure within rural areas.

**15.** (D) Video-conferencing enables real-time visual demonstration of crop disease symptoms in the field.
While audio-conferencing is limited to verbal communication and requires minimal network bandwidth, video-conferencing adds a real-time visual dimension. In agricultural extension, this visual capability is crucial, as it allows farmers and remote subject matter specialists to visually inspect crop disease symptoms, identify specific pest characteristics, and demonstrate physical management techniques directly from the field.

**16.** (C) Setting up village internet kiosks managed by local farmers to enable direct market access
The e-Choupal initiative established village-based internet kiosks operated by trained local farmers, known as sanchalaks. This digital network bypasses traditional transaction intermediaries by providing rural communities with direct access to real-time market pricing, localized weather forecasts, and scientific agricultural practices, thereby streamlining procurement and improving crop value realization for smallholder farmers.

**17.** (B) Providing key government-to-citizen (G2C) services including land records and dispute filing
The Gyandoot project in Madhya Pradesh was a pioneering intranet-based initiative designed to deliver essential government-to-citizen services to rural populations. Through local cyber-kiosks, rural citizens could access digital land records, file public grievances, obtain income certificates, and check commodity prices, thereby reducing administrative corruption, transaction costs, and travel times to district headquarters.

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# ANSWERS

**1.** (B) The integration of computing and telecommunications to manage farm information
Information and Communication Technology in agriculture encompasses the systematic application of computational devices and telecommunication networks to capture, process, and disseminate agricultural data. This integration enhances decision-making capabilities, optimizes farm management workflows, and facilitates efficient information exchange among farmers, researchers, and extension services, ultimately driving productivity and modernization across the entire agricultural value chain.

**2.** (D) The integration of Web 2.0 and mobile telecommunications
The evolution of agricultural extension services reached a highly collaborative phase through the integration of Web 2.0 technologies and mobile telecommunications. This shift enabled two-way, interactive communication channels, allowing farmers to not only receive localized agricultural advisories but also upload real-time field data, share peer-to-peer insights, and actively participate in digital farming networks.

**3.** (A) Arithmetic Logic Unit
Within the central processing unit of a microcomputer, the Arithmetic Logic Unit is the specific hardware component responsible for executing all mathematical computations and logical comparisons. When analyzing farm data, this unit processes numerical calculations such as crop yield averages and executes comparative operations required to evaluate soil health variables and irrigation thresholds.

**4.** (C) Capacitive screens function effectively when operated with thick, non-conductive agricultural gloves.
Capacitive touch screens operate by detecting the electrical properties of the human body, specifically the electrical charge distortion created by a bare finger. Consequently, these interfaces fail to register touch inputs when users wear thick, non-conductive agricultural gloves. This physical limitation makes resistive screens more practical for field settings where protective gloves are standard.

**5.** (A) Employing icon-based navigation with localized language support
Human-Computer Interaction design for rural populations must prioritize accessibility to accommodate varying levels of digital literacy and formal education. Incorporating intuitive, icon-based navigation elements alongside localized language support minimizes cognitive load, enabling farmers to navigate agricultural software independently, understand critical weather or market data, and leverage digital tools without requiring advanced reading proficiency.

**6.** (D) Metropolitan Area Network (MAN)
A network spanning a geographic distance of fifteen kilometers, connecting multiple university research facilities within a specific region or city, is categorized as a Metropolitan Area Network. This classification covers areas larger than local networks but smaller than wide area networks, providing high-speed data transmission and unified communication infrastructure across distinct suburban or rural academic campuses.

**7.** (B) Star Topology
In a star network topology, every individual node connects directly to a central hub, switch, or router. This structural configuration is highly favored in agricultural research laboratories because it simplifies network troubleshooting and ensures that a physical cable failure at one terminal does not disrupt the connectivity of other devices on the shared local network.

**8.** (C) Greater data bandwidth and high immunity to local electromagnetic interference
Fiber optic cables transmit data as light pulses through glass fibers, providing vastly superior bandwidth capabilities compared to traditional copper wiring. In rural deployments, this optical transmission mechanism ensures complete immunity to electromagnetic interference from heavy farm machinery, power lines, and lighting, maintaining highly stable, long-distance internet connectivity essential for modern telemetry systems.

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**27.** (B) Autonomous Robotics Subsystem for field labor
A standard agricultural decision support system consists of a data management subsystem for data storage, a model management subsystem for analytical logic, and a user interface subsystem for operator interaction. Physical autonomous robotics designed for field labor are not a standard architectural subsystem of these informational, decision-assisting software platforms.

**28.** (B) Kisan Suvidha
The Kisan Suvidha mobile application was launched by the Government of India as a comprehensive digital portal for farmers. The app delivers critical real-time information on daily market prices, localized weather forecasts, scientific plant protection guidelines, and expert agro-advisories, thereby empowering rural communities with actionable knowledge directly on their smartphones.

**29.** (A) Standard USSD and basic SMS technologies
The mKisan portal leverages basic short message service and unstructured supplementary service data technologies to deliver agricultural advisories. This strategic technological choice ensures that critical farming information, weather alerts, and market updates reach smallholders who use basic feature phones, bypassing the requirement for smartphone ownership or high-speed mobile internet connectivity.

**30.** (C) Marine fisheries and oceanography
The Indian National Centre for Ocean Information Services provides critical operational information systems dedicated to marine fisheries and oceanography. By analyzing satellite telemetry, this agency generates and disseminates ocean state forecasts and potential fishing zone advisories, helping coastal fishers optimize their catch efficiency, reduce fuel costs, and navigate safely at sea.

**31.** (D) To verify the precise location and physical boundaries of damaged crop parcels for claims
Crop insurance mobile applications require farmers to upload geotagged spatial data to verify the exact geographic coordinates and physical boundaries of damaged fields. This digital verification process prevents fraudulent claims, accelerates damage assessment, and ensures that insurance payouts are accurately mapped and distributed to affected agricultural parcels following extreme weather events.

**32.** (C) Market price and product arrival information asymmetry across trading hubs
The AGMARKNET portal was established to mitigate systemic information asymmetry in agricultural markets. By creating a centralized database of daily wholesale commodity prices and arrival volumes across diverse geographic markets, the system empowers farmers with reliable market intelligence, enabling them to negotiate better prices and make informed decisions about when to sell.

**33.** (B) e-NAM electronic trading portal
The National Agriculture Market is an electronic trading portal that integrates physical wholesale mandis into a unified, national digital market. By creating an online bidding platform, this framework removes geographic barriers, encourages open competition among buyers, and simplifies transaction tracking, resulting in fairer price discovery for farmers across the country.

**34.** (D) AGMARKNET reports market prices, while e-NAM supports online bidding and electronic transactions.
While AGMARKNET serves primarily as a descriptive database for reporting daily market prices and arrival statistics, e-NAM is a transactional platform. The e-NAM framework enables active digital commerce by supporting online bidding, electronic quality certification, and direct digital transactions, allowing farmers to sell their agricultural produce directly to remote buyers across the country.

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**35.** (B) III, II, I, IV
The standard workflow for selling produce on the electronic National Agriculture Market follows a logical physical-to-digital sequence. The process initiates with gate entry and lot generation, followed by quality assaying of the commodity. Next, buyers participate in an electronic auction, and the transaction concludes with precise weighment and secure online payment processing.

**36.** (C) I and III
Social media platforms facilitate rapid, peer-to-peer knowledge sharing and generate helpful analytics that allow agricultural extension agencies to monitor farmer interests and engagement. However, these open platforms do

replacing the human.
II. It utilizes data and mathematical models.
III. It features an interactive user interface.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II, and III

2008
**290.** Which of the following represents an application of "Blockchain" in the agricultural supply chain?
(A) Simulating upcoming precipitation patterns using legacy databases
(B) Managing dynamic flight vectors and paths of crop-spraying drones
(C) Creating a transparent, immutable record of crop logistics routes
(D) Determining the perfect chemical ratios for customized soil food

2019
**291.** What is the primary purpose of the "National Agriculture Market" (e-NAM) initiative?
(A) To completely nationalize and control all arable rural crop land territories
(B) To integrate existing APMC markets into a unified national digital trade portal
(C) To export standard local agricultural goods directly to foreign nations
(D) To distribute motorized logistic transport trucks to all farming families

2011
**292.** In educational multimedia design, what does the "Multimedia Principle" state?
(A) Students absorb concepts much faster when learning from textual words alone
(B) High-definition video formats are always superior to static diagram images
(C) Dynamic motion animations must completely replace traditional textbook text
(D) Learners retain info better from combined words and graphics than words alone

2016
**293.** Which type of database relationship is typically used to link a single farmer record to multiple crop records in a standard agricultural database?
(A) One-to-One
(B) One-to-Many
(C) Many-to-Many
(D) Recursive loop

2012
**294.** In the Four-Component Instructional Design (4C/ID) model, "Part-Task Practice" is recommended specifically for:
(A) Comprehensive tasks mapped systematically across the whole curriculum
(B) Activities categorized as exceptionally complex and highly non-routine
(C) Sub-skills requiring automaticity due to frequent use and safety needs
(D) Theoretical cognitive concepts and background facts in the syllabus

2025
**295.** Which of the following Artificial Intelligence (AI) concepts involves giving a computer system the ability to process and analyze natural human language, such as translating a farmer's spoken query into a database search?
(A) Natural Language Processing
(B) Computer Vision systems
(C) Advanced agricultural robotics
(D) Statistical predictive analytics

2006
**296.** A "WAN" (Wide Area Network) utilizes which of the following technologies to connect geographically dispersed nodes?
(A) Localized copper shielded Ethernet cabling systems exclusively
(B) Short-range wireless personal network Bluetooth transceivers
(C) Standard physical serial hardware USB connection interface wires
(D) Leased telephone lines, satellites, and cellular carriers

2017
**297.** What is a "Digital Elevation Model" (DEM) primarily used for in precision agriculture?
(A) Assessing chemical nutrient levels within targeted soil profiles
(B) Mapping field topography, surface slope, and water flow routes
(C) Tracking daily retail commodity pricing across municipal markets
(D) Monitoring the physical engine health metrics of diesel tractors

2017
**298.** Which of the following is a primary characteristic of a "Smart Contract"?
(A) A physical document demanding official notary stamps to authorize use
(B) A paper-based text agreement transcribed completely in native prose

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to access course materials, submit assignments, and communicate at their convenience, making these methods highly practical for rural learners with busy farm schedules or unstable internet connectivity.

**46.** (C) To manage, track, and deliver academic curricula and professional training modules
A Learning Management System serves as a centralized software platform used by agricultural universities to organize, deliver, and monitor education. It allows instructors to host course materials, track student progress, administer quizzes, and facilitate online discussions, streamline curriculum management, and expand access to academic and professional development modules.

**47.** (D) It emphasizes portable, anytime learning on mobile devices such as smartphones and tablets.
Mobile learning is distinguished from traditional e-learning by its emphasis on portability and flexible access using handheld devices like smartphones and tablets. This modality allows agricultural students, extension agents, and farmers to access micro-learning modules, field guides, and instructional videos directly in the field, bypassing the need for stationary desktop computers.

**48.** (D) IV only
While SWAYAM and NPTEL are national educational platforms developed in India, and Coursera originated in the United States, edX was founded in the United States by Harvard and MIT, not in the United Kingdom. Therefore, the combination listing edX as originating in the United Kingdom is the only incorrect pairing among the choices.

**49.** (B) Creative Commons or open licenses allowing free adaptation and distribution
Open Educational Resources are teaching and research materials licensed to grant users free permission to access, adapt, and redistribute the content. Using creative commons frameworks, these resources lower financial barriers to education, allowing agricultural instructors to customize materials for local conditions and share them widely without violating copyright laws.

**50.** (D) Selective exclusivity
The SWAYAM platform was established by the Government of India to achieve the three main principles of education policy: access, equity, and quality. It aims to bridge the digital divide by providing high-quality courses to all students, making selective exclusivity opposite to its goal of providing open, democratic, and inclusive learning opportunities.

**51.** (A) E-tutorials with video lectures and visual animations
Under the structured four-quadrant approach of SWAYAM, Quadrant-I is dedicated to e-tutorials. This crucial educational component consists of organized video lectures, audio recordings, virtual laboratories, and visual animations, providing learners with an engaging and visually dynamic explanation of core academic concepts before they proceed to readings and assessments.

**52.** (C) Simulation
In computer-assisted instruction, the simulation model replicates real-world physical systems, processes, or scenarios within a safe digital environment. This approach allows learners to practice operating complex farm machinery, managing herd health, or applying crop treatments without risk of equipment damage, physical injury, or crop loss, bridging the gap between theory and practice.

**53.** (A) Mastering previously taught factual knowledge
The drill and practice model of computer-assisted instruction is designed to reinforce previously taught factual concepts through systematic repetition and immediate feedback. It is highly effective for building familiarity with key terminology, soil classifications, chemical dosage formulas, or insect names, helping learners move foundational knowledge from working memory into long-term recall.

**54.** (D) To support users with low reading literacy through integrated audio and visuals
Minimizing on-screen text and maximizing spoken voice-overs in multimedia designs for rural extension is critical for accommodating users with low reading literacy. By combining intuitive visual demonstrations with spoken local language narration, extension applications communicate scientific crop and pest management guidelines

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numerical values, such as estimating total wheat yield in kilograms per hectare, whereas classification models assign data into distinct categories, such as sorting plants into healthy or diseased classes based on field observations.

**75.** (B) Reinforcement Learning
Reinforcement learning is an artificial intelligence approach where an agent learns to make decisions through trial-and-error interactions with its environment. By receiving feedback as rewards or penalties, an autonomous drone can learn to adjust its flight paths dynamically, optimizing its performance under changing wind conditions without requiring manual programming.

**76.** (B) Deploying internet-connected sensors and actuators to automate agricultural workflows
The Internet of Things in precision agriculture involves deploying network-connected sensors and actuators throughout fields and farms. These devices collect real-time environmental data, such as soil moisture and temperature, and communicate with automated machinery to trigger irrigation or ventilation, streamlining farm workflows and optimizing resource use through automated feedback loops.

**77.** (A) Sensor; Actuator
In IoT architectures, a soil moisture probe serves as a sensor that detects environmental conditions and transmits data, while an automated water valve functions as an actuator that executes a physical action. Together, they enable automated irrigation systems to monitor crop needs and apply water precisely without requiring manual intervention.

**78.** (C) LoRaWAN
LoRaWAN is a low-power, wide-area networking protocol that is highly suited for agricultural IoT applications. It enables long-range communication over several kilometers while requiring minimal power, allowing battery-operated field sensors to transmit data reliably for years without maintenance, making it perfect for monitoring large, remote crop fields.

**79.** (D) It bridges local field-based sensor networks and the central cloud servers
In agricultural IoT setups, the gateway acts as a critical communication bridge between local, low-power sensor networks and central cloud servers. It aggregates raw data from field devices, translates protocol formats, and transmits the compiled information over cellular or satellite networks to the cloud for storage, analysis, and visualization.

**80.** (A) Both A and R are true and R is the correct explanation of A.
Raster data structures are highly suitable for representing continuous geographic phenomena such as soil temperature, elevation, or rainfall across fields. This is because raster models use a continuous grid of cells, or pixels, where each individual cell contains a specific value representing the attribute's measurement at that exact spatial location.

**81.** (B) Vector
In geographic information systems, the vector data model is best suited for defining precise boundaries of land parcels, roads, or rivers. By using coordinate-based geometry of points, lines, and polygons, vector formats represent discrete physical features with high spatial accuracy and maintain explicit topological relationships between distinct geographic field elements.

**82.** (C) Four
Determining an accurate three-dimensional position of an object using the Global Positioning System requires trilateration from a minimum of four satellites. While three satellites can pinpoint latitude and longitude, a fourth satellite is necessary to resolve clock timing errors and calculate precise altitude, ensuring accurate navigation for autonomous tractors.

**83.** (A) Variable Rate Technology (VRT) applications
Variable Rate Technology fundamentally relies on integrating GIS prescription maps with GPS positioning data. This setup allows farm machinery to adjust the application rates of inputs like fertilizers, seeds, or pesticides dynamically as it moves across the field, optimizing resource distribution based on localized variations in soil fertility and crop needs.

**84.** (C) Cryptographic hashing and distributed ledgers checked by consensus protocols
Blockchain technology ensures data integrity within agricultural supply chains through cryptographic hashing and distributed ledgers verified by consensus protocols. This decentralized architecture prevents unauthorized data modification, creating an immutable record

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the original image, allowing the learner to map physical relationships and inspect the spatial features of the represented object or system directly.

**65.** (B) A logical propositional representation
In the integrative model of text and picture comprehension, textual information is processed through a descriptive channel to form a logical propositional representation. This abstract cognitive structure organizes the semantic meaning of the words into statements before they are integrated with depictive mental models, allowing the learner to extract and organize key concepts.

**66.** (D) Textual descriptive representations and pictorial depictive structures
Unlike other multimedia learning frameworks, the integrative model of text and picture comprehension emphasizes the distinction between descriptive representations, such as text, and depictive structures, such as pictures. This model explains how these two distinct formats are processed through separate cognitive channels to form complementary propositional and analog mental models during learning.

**67.** (A) Internal propositions and the mental model
In the integrative model of text and picture comprehension, deep comprehension is achieved through continuous interaction and mapping between internal propositions and the mental model. This cognitive synchronization allows learners to cross-reference conceptual descriptive information with spatial depictive structures, resulting in a coherent and unified understanding of the subject matter.

**68.** (C) Instructing complex tasks and high-level professional skills
The Four-Component Instructional Design model is a structured framework developed to design training programs for complex tasks and high-level professional skills. It integrates theory and practice, helping learners develop the systemic problem-solving abilities and cognitive schemas required to perform complex activities successfully in real-world professional environments.

**69.** (A) Summative Evaluation
The four components of the 4C/ID model are learning tasks, supportive information, procedural information, and part-task practice. Although evaluation is important in educational design, summative evaluation is not one of the four core structural components of this instructional framework, which focuses primarily on the design of complex learning environments.

**70.** (D) To automate highly repetitive, routine constituent skills
In the 4C/ID model, part-task practice is designed to automate highly repetitive, routine constituent skills. By isolating and practicing these recurrent sub-tasks separately, learners can perform them automatically during complex activities, reducing cognitive load and freeing up working memory capacity to focus on the non-routine aspects of the task.

**71.** (B) Before starting a new category of complex learning tasks
In the 4C/ID model, supportive information provides the cognitive foundation for non-routine problem-solving and reasoning. This information is best delivered before starting a new category of complex learning tasks, helping learners construct the mental models and schemas necessary to understand the principles behind the tasks they are about to perform.

**72.** (C) Artificial neuron or perceptron
In artificial neural networks, the basic processing unit is the artificial neuron or perceptron. Replicating the function of biological neurons, this mathematical unit receives multiple weighted inputs, processes them through an activation function, and generates an output signal, serving as the foundation for complex pattern recognition in crop modeling.

**73.** (D) Supervised Learning
Supervised learning is the most appropriate machine learning approach for detecting plant anomalies from labeled image datasets. By training on a structured dataset where each image is pre-associated with a specific disease category, the algorithm learns to identify visual patterns and features, enabling it to classify new, unlabeled images with high accuracy.

**74.** (A) Regression outputs continuous numbers, while classification outputs categories.
In machine learning, regression models and classification models differ by their output formats. Regression models predict continuous

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the contextual meaning of web-hosted data. In agriculture, this allows automated systems to integrate crop data, weather forecasts, and market updates from different websites, facilitating intelligent decision-making and seamless automation without requiring manual human data extraction.

**95.** (A) I and II
The Simple Mail Transfer Protocol is an application-layer protocol used to transmit or push emails from a client to a mail server. However, it is not used by recipient clients to download emails; instead, protocols like POP3 or IMAP are required to retrieve and manage messages on the local receiving device.

**96.** (C) Just-in-time Procedural Information
In the 4C/ID model, just-in-time procedural information provides the step-by-step guidance necessary for performing the recurrent aspects of a complex task. This information is delivered exactly when the learner needs to perform a specific action, ensuring they apply correct procedures without overloading their working memory during active task execution.

**97.** (B) Extraneous words, pictures, and sounds should be excluded.
The Coherence Principle states that people learn more deeply when extraneous words, pictures, and sounds are excluded from multimedia presentations. Removing non-essential decorative information prevents the overload of working memory, allowing learners to focus their cognitive processing resources on organizing and integrating the core instructional content effectively.

**98.** (D) Working backward from a hypothesized disease to verify if the required symptoms and conditions are present
Backward chaining is an inference strategy that starts with a hypothesized conclusion, such as a specific crop disease, and works backward to find supporting evidence. The expert system checks the knowledge base rules to see if the symptoms and environmental conditions reported by the farmer match the requirements for that hypothesized disease.

**99.** (D) Prescriptive analytics
Prescriptive analytics is correct because it combines predictive models with optimization, simulation, and decision-making techniques to recommend the best course of action. It not only forecasts possible outcomes but also suggests optimal strategies to achieve desired objectives under given constraints. Descriptive analytics summarizes past events, diagnostic analytics identifies causes, and predictive analytics forecasts future outcomes without recommending specific actions.

**100.** (C) A is true but R is false.
Prescriptive analytics is highly valuable for agricultural policymaking because it recommends optimal courses of action based on data simulations. However, the reason statement is false, as prescriptive analytics does not merely summarize historical census data; that descriptive function belongs to retrospective historical reporting rather than advanced prescriptive decision models.

**101.** (B) Read-Only Web → Social Web → Semantic Web
The World Wide Web has evolved through distinct architectural phases. This progression began with the read-only web of static information, shifted to the interactive social web characterized by user-generated content and collaboration, and is now moving toward the semantic web, which features machine-readable metadata and decentralized data integration systems.

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**102.** (D) Fitts's Law
Fitts's Law is a human-computer interaction metric that predicts the time required to move rapidly to a target area. It evaluates input methods, such as selecting buttons with a stylus, by calculating how target size and distance affect input speed and accuracy, helping designers optimize interface layouts for field devices.

**103.** (B) enable data exchange and communication between independent software platforms
An Application Programming Interface enables secure, standardized data exchange and communication between independent software systems. In agricultural portals like e-NAM, APIs allow external systems, banking applications, and logistics platforms to connect, share real-time transaction records, and coordinate services, creating a highly integrated digital ecosystem for agricultural commerce.

of transactions that allows stakeholders to verify the origin, processing history, and safety of food products from farm to retail.

**85.** (A) A self-executing protocol that automates transactions when conditions are met
In blockchain applications, a smart contract is a self-executing digital protocol with transaction terms written directly into code. It automates agreements and transactions without intermediaries, such as triggering crop insurance payouts automatically when weather station data verifies that rainfall fell below a specific threshold, reducing administrative costs and processing delays.

**86.** (D) By tracking an unchangeable record of the product from farm to table
Blockchain technology addresses traceability in organic food supply chains by creating a permanent, unchangeable record of transactions from farm to table. Each step of the supply chain is cryptographically recorded, allowing consumers and regulators to verify organic certifications and track the physical movement of products through every transport phase.

**87.** (B) Processing delays and variable transaction gas fees
A major limitation of utilizing public blockchain networks for tracking high-volume agricultural commodities is the risk of processing delays and variable transaction fees, often called gas fees. High network traffic can slow down transaction validation and increase operational costs, making public ledgers less practical for real-time tracking of rapid logistics.

**88.** (C) Descriptive Analytics
Descriptive analytics focuses on summarizing historical data to understand past events and trends, answering the fundamental question of what happened. In agriculture, this involves analyzing historical yield logs, climate records, and market transactions to help farmers and managers evaluate previous performance and establish baseline metrics for future operational planning.

**89.** (D) Predictive Analytics
Predictive analytics uses historical datasets, statistical algorithms, and machine learning techniques to estimate the probability of future outcomes. By analyzing patterns in weather, past crop yields, and market trends, these models project future developments, such as the likelihood of next year's wheat shortages, helping stakeholders mitigate agricultural risks proactively.

**90.** (A) Prescriptive Analytics
Prescriptive analytics goes beyond predicting future outcomes by recommending specific, actionable courses of action to achieve desired results. In agricultural policymaking, these advanced models evaluate multiple scenarios to recommend optimal resource allocations, such as calculating the exact subsidy levels required to maximize national rice production while maintaining fiscal balance.

**91.** (B) The inclusion of diverse formats such as sensor logs, spatial images, and text files
In big data analytics, the concept of variety refers to the structural diversity of the collected data. In precision agriculture, this includes managing structured data from sensor logs, unstructured text files, and semi-structured spatial imagery or drone telemetry, requiring advanced data integration frameworks to clean and analyze these heterogeneous formats.

**92.** (A) P-3, Q-1, R-4, S-2
Different digital technologies rely on distinct functional mechanisms to process agricultural information. The Internet of Things gathers data through field sensors and executes physical actions via actuators, while blockchain utilizes distributed ledgers. Artificial intelligence applies predictive algorithms to identify patterns, and geographic information systems analyze and display spatial data overlays.

**93.** (A) It has zero licensing fees, lowering access barriers for public offices.
The primary advantage of using open-source GIS software like QGIS in rural extension offices is the absence of expensive licensing fees. This eliminates cost barriers, allowing public organizations and local agencies with limited budgets to deploy advanced spatial analysis tools, map field data, and deliver detailed geographic advice to local farmers.

**94.** (C) Software agents to read and process the semantic meaning of web-hosted data
The semantic web framework in Web 3.0 enables software agents to read, interpret, and process

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effectively, ensuring valuable agricultural information is accessible to all farmers.

**55.** (B) Positioning explanatory text next to the corresponding pest image
Positioning explanatory text directly adjacent to its corresponding pest image minimizes extraneous cognitive load by reducing the mental effort required to link visual and textual information. This spatial arrangement allows learners to process the image and description together, preventing them from scanning back and forth across a screen to connect labels with diagram parts.

**56.** (C) Intrinsic load
In Cognitive Load Theory, intrinsic load represents the mental effort demanded by the inherent complexity of the learning material itself. This load is determined by the number of interacting elements in the topic and the learner's prior knowledge, requiring instructors to carefully sequence complex topics to avoid overwhelming a student's working memory.

**57.** (D) By segmenting the main complex genetic topic into sequential steps
Instructors can manage intrinsic cognitive load for novice learners in crop genetics by segmenting complex topics into small, sequential steps. Breaking down intricate genetic concepts allows students to master individual components before progressing, preventing working memory overload and facilitating the gradual construction of accurate mental schemas in long-term memory.

**58.** (A) Aids the cognitive construction and automation of mental schemas
Germane cognitive load is beneficial for learning because it represents the mental effort dedicated to processing and organizing new information into schemas. This load facilitates deep comprehension, allowing students to integrate novel agronomic concepts with their existing knowledge base and automate these mental structures for quick retrieval and application in future field situations.

**59.** (B) Splitting learner attention between a graphic on one page and its explanation on another
Splitting a learner's attention between a graphic on one page and its explanation on another is a failure to minimize extraneous cognitive load. This poor instructional design forces students to use mental energy searching for matching information across pages, diverting cognitive resources away from understanding the actual scientific concepts of the extension module.

**60.** (B) Unlimited retention (human working memory can store an infinite amount of visual data indefinitely)
The Cognitive Theory of Multimedia Learning is based on the dual-channel assumption, the limited capacity of working memory, and active cognitive processing. The assumption of unlimited retention is incorrect, as working memory can only process a finite amount of information at one time and quickly discards data if it is not actively rehearsed.

**61.** (A) Spoken audio narrations
The Modality Principle states that learning is more effective when complex visuals are accompanied by spoken audio narration rather than on-screen text. Presenting information via audio utilizes the auditory channel, leaving the visual channel free to focus entirely on analyzing the graphics, thereby preventing cognitive overload within a single processing channel.

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**62.** (C) Printed words are located close to their corresponding graphics on screen
The Spatial Contiguity Principle states that students learn better when printed words are placed close to their corresponding graphics on the screen. Keeping related text and images physically near each other minimizes the need for learners to search the screen, reducing extraneous cognitive processing and allowing more mental resources for deep learning.

**63.** (D) The Redundancy Principle
Presenting an animation alongside spoken narration and identical on-screen text violates the Redundancy Principle. This combination overloads the visual channel, as the learner's eyes must split attention between the animation and the printed text. Removing the redundant text allows the learner to focus visual resources on the animation while processing the audio.

**64.** (C) Internal visual-spatial mental model
In Schnotz's integrative model of text and picture comprehension, pictures are processed through a depictive channel to construct an internal visual-spatial mental model. This cognitive structure retains the structural characteristics of

**104.** (C) Running data operations locally near the physical data sources
Edge computing involves processing data locally near its source, such as on field sensors or gateways, rather than transmitting all raw telemetry to distant cloud servers. This decentralized approach reduces network latency, conserves bandwidth, and allows real-time automation in remote agricultural fields where internet connectivity is frequently unstable.

**105.** (D) To uniquely identify each specific row inside a database table
In a relational database, a primary key is a unique identifier assigned to each record within a table. This database constraint ensures that every row can be indexed and retrieved without ambiguity, maintaining data integrity and facilitating structural relationships between different tables within an agricultural decision support system.

**106.** (A) K-Means Clustering
K-Means clustering is an unsupervised machine learning algorithm used to partition data into distinct groups based on feature similarities. In precision farming, this algorithm analyzes spatial datasets of soil properties, moisture levels, and elevation to segment a field into homogenous management zones, helping farmers apply customized crop treatments.

**107.** (B) I, II, and IV
Community radio is characterized by local ownership, non-profit operations, and the broadcasting of community-relevant content in local languages. However, it does not require listeners to have an active internet connection, as it relies on analog radio frequency signals received by standard, low-cost transistor radios, making it accessible to rural areas.

**108.** (B) Standard SCORM packaging specifications
The SCORM standard provides a set of technical specifications that ensures e-learning content modules are interoperable across different learning management systems. Utilizing this packaging standard allows agricultural universities to develop tutorials and training materials once and run them on any platform without requiring expensive software reconfiguration.

**109.** (A) VR places the user in a fully synthetic, computer-generated environment, blocking out the physical world.
Virtual reality places the learner inside a fully synthetic, computer-generated environment, blocking out the physical world. In contrast, augmented reality overlays digital information, models, or graphics onto the user's view of the real environment, allowing them to inspect physical farm equipment while seeing contextual diagnostic data overlaid on screen.

**110.** (C) Rasterization
Rasterization is the process of converting vector spatial data, which represents geographic features using points, lines, and polygons, into a raster format composed of a grid of pixel cells. This conversion is often necessary to perform grid-based spatial modeling and complex overlay analyses in geographic information systems.

**111.** (D) Digital Elevation Models (DEM)
A Digital Elevation Model is a raster-based spatial data model that represents continuous terrain elevation values. It is highly suitable for calculating slope parameters and flow directions required in watershed management, allowing conservationists to predict runoff patterns and design soil erosion control measures effectively within a geographic information system environment.

**112.** (C) Drones remain fully operational in severe weather conditions like high-velocity winds and rainfall.
Although agricultural drones carry multispectral sensors, use GPS navigation, and spray crop protection inputs, they cannot remain operational in severe weather conditions. High-velocity winds and heavy rain disrupt flight stability, degrade imaging quality, and cause chemical spray drift, making flight operation unsafe and ineffective during extreme meteorological events.

**113.** (B) Managing field variability using spatial information systems and technologies
Precision agriculture is an integrated farming management concept that uses spatial information systems and technologies to monitor and respond to field variability. By applying inputs like water and fertilizer at variable rates based on local needs, this practice optimizes crop yields, reduces environmental impacts, and improves overall resource-use efficiency on farms.

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**114.** (A) P-3, Q-4, R-1, S-2
Cognitive load concepts describe different aspects of mental processing during learning. Intrinsic load is the difficulty inherent to the task, while extraneous load stems from poor instructional design. Germane load represents the effort dedicated to building mental schemas, and cognitive overload occurs when total processing demands exceed working memory capacity.

**115.** (A) To identify gaps between current skills and target competencies
Conducting a needs assessment before designing an agricultural e-learning module is essential to identify the gap between learners' current skills and target competencies. This analysis ensures the instructional content, difficulty, and learning activities are tailored to address actual training needs, preventing cognitive overload and improving learning outcomes in rural programs.

**116.** (C) An open-source framework for distributed data storage and cluster processing
Apache Hadoop is an open-source framework designed for distributed storage and processing of large datasets across computer clusters. In big data applications for agriculture, this framework enables organizations to store and analyze massive volumes of heterogeneous data, such as historical weather records, satellite imagery, and sensor streams, in a cost-effective manner.

**117.** (A) By enabling nationwide trading bids to improve crop price discovery
The e-NAM platform benefits agricultural producers by enabling nationwide trading bids, which improves crop price discovery. This digital integration allows buyers from different states to bid on local produce, reducing the monopoly of local brokers and enabling farmers to sell to the highest bidder, increasing profit margins and reducing transaction costs.

**118.** (D) It enables automated payouts to be triggered directly when specific environmental thresholds are met.
Integrating blockchain-based smart contracts in crop insurance allows automated payouts to be triggered directly when environmental thresholds are met. When verified weather station or satellite data registers extreme conditions like droughts, the smart contract executes automatically, sending payouts to insured farmers without requiring manual damage assessments or processing delays.

**119.** (B) A centralized coordinate hub providing technical resources and connectivity to outlying local kiosks
The hub-and-spoke model in rural kiosk networks features a centralized hub that provides technical resources, administrative support, and internet connectivity to multiple outlying kiosks. This structured arrangement optimizes resource allocation, simplifies network management, and ensures that even remote villages can access reliable agricultural information services through their local kiosk points.

**120.** (A) I, II, III, and IV
The core software and architectural components of an expert system are the knowledge base, working memory, inference engine, and user interface. These elements manage data storage, apply reasoning rules, and facilitate user interaction. Hardware components like a cooling fan are physical devices and do not belong to the informational software architecture.

**121.** (D) The visual channel
The Modality Principle suggests replacing on-screen text with spoken words when presenting complex graphics, which prevents overloading the visual channel of working memory. By presenting text as audio, learners can process explanations through the auditory channel while using their visual channel to analyze the on-screen images, enhancing comprehension and learning.

**122.** (C) A is false but R is true.
The assertion is false because massive open online courses do not achieve a one-hundred percent completion rate, as they typically face high dropout rates among rural agricultural learners. However, the reason is true, as the SWAYAM platform is designed to provide free access to high-quality educational resources to support learning.

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**123.** (B) Predicted wheat yield
In machine learning models, the dependent variable is the outcome being predicted. When modeling wheat yield based on environmental factors like soil pH, rainfall, and temperature, the predicted wheat yield is the dependent variable, while the soil and weather measurements serve

as independent predictor variables processed by the system.

**124.** (B) Design characteristics that intuitively indicate how an interface element should be operated
In human-computer interaction, affordance refers to design properties that intuitively indicate how a user should interact with an interface element. For example, a button that appears raised suggests it should be clicked, helping agricultural users with low digital literacy navigate applications and complete tasks without requiring extensive formal training.

**125.** (A) III, II, I, IV
The lower layers of the Open Systems Interconnection model are structured in a specific hierarchical order. The physical layer represents Layer 1, followed by the data link layer as Layer 2. The network layer functions as Layer 3, and the transport layer operates as Layer 4, managing end-to-end data communication.

**126.** (C) Data-driven DSS
A data-driven decision support system relies on large databases and query systems to analyze historical data and trends. In dairy operations, this type of system enables managers to query milk yield logs, health records, and feeding parameters, allowing them to identify patterns, evaluate herd performance, and make informed operational decisions daily.

**127.** (D) Toll-free telephonic helpline systems
The Kisan Call Center scheme utilizes toll-free telephonic helpline systems as its primary technology to disseminate information to farmers. This voice-based system allows farmers to call and speak with agricultural experts in their local language, overcoming literacy barriers and providing direct access to scientific solutions for crop management issues.

**128.** (C) Presenting instructional content in a conversational rather than formal tone
The Personalization Principle in multimedia learning states that students learn better when instructional content is presented in a conversational rather than formal tone. Using first- and second-person pronouns in narrations encourages active social processing, making the learning material more engaging and helping users absorb complex technical concepts more easily in training.

**129.** (B) Assigning geographical coordinates to a raster image or map layer
In geographic information systems, georeferencing is the process of assigning physical coordinates to a raster image or map layer. This process aligns raw spatial data, such as aerial photographs or scanned paper maps, with a real-world coordinate system, ensuring that different spatial layers overlay and align accurately for analysis.

**130.** (D) Removing on-screen text when a graphic is accompanied by audio narration
The Redundancy Principle is applied by removing identical on-screen text when a graphic is accompanied by audio narration. Presenting the same information in both written and spoken formats simultaneously overloads the visual channel of working memory, as learners try to read and view the graphic, which reduces learning effectiveness during lessons.

**131.** (A) Immediate, real-time feedback from the instructor
While asynchronous e-learning offers flexibility, scalability, and self-paced study, it does not provide immediate, real-time feedback from instructors. Because communication is delayed through emails or discussion forums, learners must wait to resolve queries, which can slow down problem-solving compared to synchronous, live interaction formats in educational programs.

**132.** (C) The ease of use, speed of task completion, and user satisfaction
Usability in the context of agricultural websites measures how easily and effectively users can interact with the platform. It evaluates factors such as ease of navigation, speed of task completion, error rates, and user satisfaction, ensuring that farmers with varying levels of digital literacy can find information without frustration.

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**133.** (A) A network connection for data transmission
For any agricultural equipment to function as an IoT device, it must have a network connection for data transmission. This connectivity allows the machinery to transmit real-time telemetry, sensor readings, or operational logs to cloud servers, and receive control signals, distinguishing smart devices from stand-alone analog farm equipment.

**134.** (D) When one transaction party holds superior market price information
Information asymmetry in agricultural markets occurs when one transaction party, typically the trader, holds superior market and pricing information compared to another party, typically the farmer. This imbalance reduces the farmer's bargaining power, leading to unfair transaction outcomes and lower prices for their crops at local wholesale markets.

**135.** (B) The capacity of diverse software systems to communicate and exchange data
Interoperability refers to the capacity of diverse software systems, databases, and devices to communicate, exchange, and use data seamlessly. In agriculture, interoperability ensures that soil sensors, weather stations, and farm management applications can share information without requiring custom integrations, creating a highly integrated digital ecosystem for agricultural commerce.

**136.** (A) Both A and R are true and R is the correct explanation of A.
Deep learning is highly effective for identifying specific plant diseases from leaf imagery because it utilizes Convolutional Neural Networks. These advanced models automatically extract and learn complex visual features directly from raw image pixels during training, eliminating the need for manual feature engineering and improving diagnostic accuracy in field applications.

**137.** (D) Click-Through Rate (CTR)
The Click-Through Rate is a social media metric that calculates the percentage of users who clicked on a link in a post out of the total impressions. This metric measures the relevance and engagement of an advisory post, indicating how effectively the content motivated farmers to seek more detailed information.

**138.** (A) Increasing complexity, starting with simple whole tasks
In the 4C/ID model, learning tasks should be sequenced based on increasing complexity, starting with simple whole tasks. This approach ensures that learners perform complete tasks from the beginning, building contextual understanding and schemas before progressing to more difficult tasks, which helps manage working memory capacity during professional training.

**139.** (B) Buffering
Buffering is a geographic information system spatial analysis operation used to create a boundary zone of a specified distance around geographic features. In flood management, buffering around rivers helps planners identify nearby agricultural parcels and infrastructure within risk zones, facilitating spatial risk assessments and disaster mitigation planning in rural areas.

**140.** (C) III only
Big data analytics excels at processing numerical data, such as crop yields and meteorological records. Therefore, the assertion that big data is unable to process numerical values is incorrect. The other challenges, such as data privacy, infrastructure deficits, and integrating heterogeneous sources, represent valid hurdles in modern agricultural applications.

**141.** (A) Yield Mapping
Yield mapping integrates GPS positioning with sensors on a combine harvester to geographically record crop harvest volume and quality data as the machine moves through the field. This process generates spatial maps of yield variations, helping farmers analyze field productivity and customize fertilizer and seed rates for the next season.

**142.** (C) Multiple network nodes maintain synchronized database copies
A distributed ledger is a decentralized database architecture where multiple network nodes maintain synchronized and verified copies of the transaction records. This structure eliminates a single point of failure and prevents unauthorized modification, ensuring transparency, security, and traceability of transactions across independent organizations in agricultural supply networks.

**143.** (D) To deliver localized agricultural advisories to farmers via SMS and USSD
The primary objective of the mKisan portal is to deliver localized agricultural advisories, weather alerts, and market updates to farmers via SMS and USSD technologies. This mobile-based service ensures that critical farming information reaches smallholders directly on basic feature phones, bypassing the requirement for high-speed internet connectivity.

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**144.** (C) Facilitates the translation and encoding of human expert knowledge into the system's rules
In the development of an expert system, the knowledge engineer acts as an intermediary who interviews human domain experts, such as agronomists or veterinarians. This specialist extracts their heuristic knowledge, reasoning strategies, and decision-making processes, translating and encoding them into the structured rules and facts within the system's knowledge base.

**145.** (B) Expert Systems model human expert expertise to provide recommendations, while a DSS helps users analyze data to make decisions.
Expert systems are designed to replicate human expert reasoning to provide specific recommendations and diagnoses, whereas decision support systems provide tools and models to help users analyze complex datasets and make their own decisions. Expert systems focus on logical rule processing, while DSS platforms focus on data exploration and modeling.

**146.** (D) Veracity
Veracity represents the truthfulness, accuracy, and overall reliability of the collected data. In big data applications for precision farming, ensuring veracity is critical because decisions depend on the accuracy of sensor telemetry, weather inputs, and soil reports, making data cleaning and validation essential for reliable agricultural analytics.

**147.** (A) To produce a unique, fixed-length cryptographic signature of data
In blockchain technology, a hash is a cryptographic function that converts an input dataset into a unique, fixed-length signature. Any modification to the original data, no matter how minor, changes the resulting hash, enabling network nodes to identify tampering immediately and maintain the immutability of transaction records securely.

**148.** (C) Hypertext Transfer Protocol (HTTP)
The Hypertext Transfer Protocol is the foundational application-layer protocol of the World Wide Web. It defines how messages are formatted and transmitted, allowing web browsers to request documents, images, and other resources from web servers, which is essential for rendering webpages on agricultural portals and online extension platforms.

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**149.** (A) P-4, Q-1, R-2, S-3
E-learning terms describe different software and resource types. A massive open online course provides scalable educational access, while a learning management system manages course delivery. Open educational resources are openly licensed learning materials, and computer-assisted instruction uses interactive programs to deliver direct, software-based learning experiences to students online.

**150.** (D) Integrative Model of Text and Picture Comprehension
This model explicitly describes how learners construct cohesive mental models from both text and pictures. It details how descriptive textual information is processed to form propositional representations, while depictive pictorial information forms visual-spatial models, continuously interacting and mapping between these distinct channels to achieve deep, conceptual comprehension of the presented educational material.

**151.** (A) WAN
Wide Area Networks connect computers and devices across vast geographical distances, such as cities, countries, or continents. This network architecture is vital for linking global agricultural research institutions, enabling secure and reliable data exchange over long distances. It utilizes communication pathways like satellites, fiber-optic cables, and leased lines to establish seamless connectivity.

**152.** (D) A communication network transferring data between computer components
A bus is a communication system in computer architecture that transfers data, signals, or power between internal physical components or external devices. It acts as a shared data highway connecting the central processing unit, system memory, and peripheral controllers. By standardization of communication pathways, it ensures efficient and reliable data transmission throughout the entire computer system.

**153.** (B) A standard personal computer or laptop utilizing a microprocessor CPU
A microcomputer is a complete computer system designed for individual use, incorporating a single-chip microprocessor as its central processing unit. Common examples include modern desktop personal computers, laptops, and tablets. These

These tables are linked together through defined relationships using primary and foreign keys. This design is widely utilized in decision support systems due to its robust data integrity and query efficiency.

**207.** (A) Learning improves when users know key concept names and traits beforehand
The pre-training principle states that people learn more deeply from a multimedia message when they already know the names and characteristics of the main concepts. Providing introductory vocabulary or definitions before starting a complex tutorial prepares the learner's cognitive schema. This reduces the mental effort required to process new terminology, allowing them to focus on understanding relationships.

**208.** (C) Tutorial
The tutorial model of computer-assisted instruction is designed to introduce and explain new concepts to learners from scratch, acting as an interactive digital teacher. It presents academic content through text and graphics, monitors understanding using embedded questions, and provides immediate feedback based on inputs. This contrasts with drill-and-practice modules, which focus on reinforcing previously learned material.

**209.** (D) It recommends specific actions to optimize predicted outcomes
While predictive analytics utilizes historical datasets to project future trends and outcomes, prescriptive analytics goes a step further by recommending specific, actionable decisions to optimize those predictions. It combines advanced mathematical modeling, optimization algorithms, and simulation techniques to evaluate various potential scenarios. This enables farm managers to identify the best operational path to maximize efficiency and minimize risks.

**210.** (C) Deep Learning
Deep learning is a specialized subset of machine learning that utilizes multi-layered artificial neural networks to model and solve highly complex computational problems. By automatically extracting hierarchical features directly from raw input data, it excels in advanced image recognition tasks, such as diagnosing crop diseases from foliage photographs. This eliminates the need for manual feature engineering.

**211.** (B) To forward data packets across networks, routing traffic efficiently
A router is a key hardware device in computer networking that forwards data packets between different networks, directing traffic efficiently along optimal paths. It operates at the network layer, inspecting destination IP addresses to make intelligent routing decisions. In a research institute's local area network, the router connects local devices to the internet and external databases securely.

**212.** (D) Physical tangibility and complete independence from electrical power
Print media possesses distinct advantages in rural agricultural extension, particularly in remote regions with underdeveloped digital infrastructure. It offers physical tangibility, allowing farmers to store, read, and reference printed guides directly in the field. Crucially, print media operates completely independent of electrical power grids, mobile network coverage, or expensive hardware devices, making it highly reliable.

**213.** (A) Procedural guides routine steps (how-to), while supportive guides non-routine problem solving (what-is).
In the Four-Component Instructional Design model, procedural information provides the exact operational instructions required for routine aspects of a task, acting as step-by-step assistance when needed. Conversely, supportive information describes the conceptual models and cognitive strategies necessary for non-routine problem solving. Together, they ensure that learners acquire both automated skills and deep theoretical understanding.

**214.** (C) Confusing navigation and cluttered layouts due to poor user interface design
Extraneous cognitive load is caused by the way instructional materials are designed and presented, rather than the inherent difficulty of the content. Confusing navigation pathways, cluttered screen layouts, and irrelevant decorative graphics in an online module force the brain to waste mental energy processing poorly designed interfaces. This leaves fewer cognitive resources available for actual learning.

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automated monitoring and precision farming practices.

**162.** (C) Deep Learning and Language Models
Natural Language Processing applications, including conversational chatbots for agricultural extension, rely heavily on deep learning algorithms and advanced language models. These computational models process, analyze, and generate human-like text by learning structural patterns from extensive linguistic training datasets. This enables automated systems to comprehend diverse user queries, translate dialects, and deliver accurate, context-specific agronomic recommendations.

**163.** (B) Polygons
In geographic information systems, vector data models use points, lines, and polygons to represent spatial features. Polygons are closed, multi-sided geometric shapes used to represent distinct areas or bounded geographical zones. Land parcels, administrative boundaries, water bodies, and soil zones are best represented as polygons because they possess measurable areas, perimeters, and definite spatial extents.

**164.** (D) POP3 downloads and deletes mail from servers, while IMAP syncs across multiple devices
Post Office Protocol version three downloads emails directly to a local device and typically deletes them from the mail server, restricting multi-device access. In contrast, Internet Message Access Protocol synchronizes mailboxes continuously between the server and multiple devices. This allows users to read, organize, and track messages in real time across smartphones, laptops, and desktop computers seamlessly.

**165.** (A) The maximum data transmission rate over a network path
Bandwidth is a fundamental metric in telecommunications representing the maximum capacity of a communication link to transmit data over a network path per second. Higher bandwidth supports faster downloads, high-definition video streaming, and smooth execution of interactive cloud services. In rural regions, limited bandwidth capacity often poses a significant barrier to accessing advanced digital agricultural platforms and real-time remote advisories.

**166.** (C) Ring Topology
Ring topology is a specific network configuration where each computer node connects to exactly two other nodes, forming a continuous circular data path. Data packets travel sequentially from one device to another in a single direction around the loop. While simple to implement, a single link failure in a standard unidirectional ring can disrupt the entire network communication.

**167.** (B) I, III, and IV
Blockchain technology provides a decentralized, tamper-resistant digital ledger that records transactions across a distributed network of computers. By utilizing cryptographic hashing, it ensures data immutability, while transparent supply chain logging enhances product traceability. However, blockchain cannot independently guarantee the accuracy of external input data, a challenge commonly known as the oracle problem in smart contract deployment.

**168.** (B) Data Collection, Data Preprocessing, Model Training, Model Evaluation
A standard machine learning pipeline begins with data collection, gathering relevant variables from raw sources. Next, data preprocessing cleans, formats, and normalizes the information to make it suitable for analysis. The model training phase uses this prepared dataset to teach algorithms patterns and relationships. Finally, model evaluation assesses the predictive performance and accuracy using distinct testing datasets.

**169.** (B) Adding visual cues like arrows or highlighting to direct learner attention
The signaling principle states that learning is significantly enhanced when visual cues, such as arrows, highlighting, or bold text, are added to guide attention. These cues direct the learner's eyes to critical structural components of the graphic or text layout. By emphasizing essential details and reducing visual search time, signaling lowers extraneous cognitive load during learning tasks.

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**170.** (C) The ability to discover, evaluate, and use info via digital tools
Digital literacy refers to the essential cognitive and technical capability to find, assess, organize, evaluate, and create information using digital tools. Rather than simply owning hardware devices or memorizing coding syntax, it focuses

hygrometers determine relative humidity. A seismograph, however, is designed to detect and record tectonic ground motions and earthquakes, making it irrelevant for standard day-to-day meteorological agricultural monitoring systems.

**189.** (B) Automatically execute transactions once coded conditions are met on the ledger
A smart contract is a self-executing digital agreement with terms written directly into lines of computer code on a blockchain. It automatically enforces and executes transactional terms once predefined conditions are satisfied across the distributed ledger. This technology eliminates the need for trusted intermediaries, reduces transaction costs, and ensures transparent, rapid settlement processes in agricultural supply chains.

**190.** (B) Proximity analysis
A buffer operation in geographic information systems is a fundamental spatial analysis tool used for proximity analysis. It creates a zone of a specified distance around selected vector features, such as points, lines, or polygons. Buffering is widely used in agriculture to model protection zones around water bodies, calculate pesticide spray boundaries, or assess proximity to infrastructure.

**191.** (B) I, III, and IV
The Global Positioning System operates via a dedicated constellation of orbiting satellites, utilizing mathematical trilateration to calculate precise physical coordinates. While GPS receivers do not require active cellular or internet connections to determine locations, satellite signals can experience delay errors caused by atmospheric and ionospheric conditions. This makes high-precision differential correction techniques necessary for advanced guidance systems.

**192.** (C) Random Forest
Random Forest is a highly versatile supervised machine learning algorithm used for both classification and regression tasks in agriculture. It operates by constructing an ensemble of multiple decision trees during the training phase, combining their individual outputs to improve prediction accuracy and control overfitting. This method is widely applied to crop classification, soil mapping, and yield prediction.

**193.** (D) Location-specific and demand-driven agricultural info dissemination
The Village Knowledge Centre model emphasizes the deployment of localized, community-managed information hubs to support rural development. This approach focuses on location-specific and demand-driven agricultural information dissemination, ensuring that content addresses the immediate needs of local farmers. By delivering timely advisories on weather, market prices, and pest control, these centres empower communities and enhance rural livelihoods.

**194.** (C) Asynchronous
Asynchronous e-learning is a instructional modality where learners access educational materials, participate in discussion boards, and complete coursework independently at their own pace. It does not require real-time interaction with a live instructor or simultaneous online attendance. This flexibility is highly beneficial for rural users or working professionals who must balance training programs with daily field schedules.

**195.** (B) To start with known facts and apply rules to reach a final conclusion
Forward chaining is a data-driven reasoning strategy utilized by inference engines in expert systems. It begins with a set of known facts in the working memory and applies logical rules from the knowledge base to infer new information or reach a final conclusion. This approach is highly effective in diagnostic tasks, such as determining crop diseases.

**196.** (D) Identifying patterns, anomalies, and relationships within large datasets
Data mining is the computational process of analyzing massive datasets to discover hidden patterns, systematic anomalies, and critical relationships. By combining database systems, statistical models, and machine learning algorithms, it extracts valuable, actionable insights from raw data. In agricultural informatics, data mining is applied to identify soil performance factors, forecast weather impacts, and optimize supply chain operations.

**197.** (A) Educational delivery utilizing mobile devices to facilitate flexible learning
Mobile learning, or m-learning, refers to the delivery of educational content and training programs through portable digital devices, such

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open during communication, allowing users to quickly navigate interactive query menus, submit agricultural requests, and receive instant automated responses on feature phones.

**180.** (D) A is false but R is true
Mobile applications designed for field-level crop insurance operations do not require continuous, active internet connectivity during spatial data or photo capture. These applications are engineered with offline data storage capabilities, allowing geotagged images and forms to be saved locally on the device's internal storage. Once the mobile device accesses a stable network connection, the system automatically synchronizes data.

**181.** (A) A response confirming that user action has been received and processed
In human-computer interaction, feedback is the communication mechanism that informs the user about the results of their physical actions on an interface. It confirms that a command has been registered and processed, such as a changing button color or an on-screen confirmation message. Providing clear and immediate feedback is essential for reducing user confusion and preventing repeated inputs.

**182.** (C) It frequently ignores local socio-cultural contexts and end-user needs
The top-down design methodology in rural development projects is frequently criticized because it originates from centralized administrative bodies without active end-user participation. This approach often overlooks the specific linguistic, educational, and cultural realities of rural communities, as well as localized agricultural challenges. Consequently, systems designed without ground-level input face high resistance and low long-term adoption rates among farmers.

**183.** (A) Cognitive psychology models
Both Sweller's Cognitive Load Theory and Mayer's Cognitive Theory of Multimedia Learning are fundamentally anchored in cognitive psychology models. These theoretical frameworks analyze how human working memory processes, organizes, and integrates external sensory information into existing mental schemas. They model the structural limitations of human cognitive processing, informing how to design effective instructional materials to maximize knowledge retention.

**184.** (D) Intrinsic load
Segmenting involves breaking a complex, continuous instructional unit into smaller, user-paced steps. In Sweller's Cognitive Load Theory, this strategy is utilized to manage high intrinsic cognitive load, which is determined by the inherent difficulty and element interactivity of the topic. By allowing learners to process information sequentially, segmenting prevents working memory overload, facilitating the comprehension of complex agricultural concepts.

**185.** (B) Semantic processing
In Schnotz's integrative model of text and picture comprehension, reading text involves a series of cognitive processes to build a mental representation. Constructing a propositional representation from text occurs through semantic processing, where the linguistic structure is decoded into core semantic relations. This internal semantic model forms the foundation for building a deeper, analog mental model of the information.

**186.** (C) Learning Tasks
In the Four-Component Instructional Design model, learning tasks are the core concrete activities that drive the learning process. These authentic, real-world tasks integrate various constituent skills, forcing learners to apply knowledge in different contexts. Engaging in these whole-task activities repeatedly throughout the curriculum ensures deep, meaningful learning, which prevents the forgetting of complex skills over time.

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**187.** (D) Overfitting
Overfitting occurs when an artificial intelligence model learns the training dataset too perfectly, including noise, specific lighting conditions, and irrelevant background details. Consequently, the model loses its ability to generalize to new, unseen testing data from different geographical regions. In agricultural computer vision, mitigating overfitting requires training on highly diverse datasets with varying environmental and illumination conditions.

**188.** (A) Seismograph
An agricultural Internet of Things weather station incorporates specialized sensors to monitor atmospheric conditions that affect crop growth. Anemometers measure wind speed, pyranometers record solar radiation, and

**224.** (C) RAM
Random Access Memory is a type of computer memory classified as volatile, meaning it requires continuous electrical power to maintain its stored information. When the computer system is turned off, all data held within RAM is immediately lost. It serves as temporary, high-speed working storage where the processor holds active operating system files and application data.

**225.** (D) The rapid speed of real-time data generation, processing, and analysis
In big data analytics, velocity refers to the rapid speed at which data is continuously generated, transmitted, and processed in real time. For modern agricultural systems, high velocity is demonstrated by continuous telemetry streaming from IoT soil sensors, GPS tractor logs, and satellite imaging feeds. Processing this fast-moving data allows for timely decision-making and automated farming operations.

**226.** (A) P-2, Q-3, R-1, S-4
Hypertext Transfer Protocol default communications run on port eighty, while secure Hypertext Transfer Protocol transactions utilize port four hundred and forty-three. File Transfer Protocol manages data uploads and downloads on port twenty-one. Simple Mail Transfer Protocol directs standard outgoing mail services on port twenty-five, establishing a baseline configuration for typical internet applications and network servers.

**227.** (B) People do NOT necessarily learn better from a talking-head video than from audio narration alone.
The image principle in Mayer's Cognitive Theory of Multimedia Learning states that people do not necessarily learn better from a multimedia lesson when the speaker's physical image is visible on the screen. Showing a talking-head video can distract learners from the primary educational content, such as graphics or slides, without adding any actual instructional value to the lesson.

**228.** (D) Working memory's central executive
In Schnotz's integrative model of text and picture comprehension, the cognitive interaction between a mental model and a propositional representation is mediated by working memory's central executive. The central executive controls attention, coordinates information flow between visual and auditory processing channels, and manages the active integration of descriptive and depictive representations during learning tasks.

**229.** (A) I, II, III, and IV
The core architecture of an Internet of Things data loop consists of sensors, connectivity, data processing, and user interfaces. Sensors gather environmental telemetry, connectivity transmits this data over networks, and processing systems analyze the inputs to generate insights. Finally, user interfaces display this information, enabling operators to make informed decisions and trigger automated responses.

**230.** (C) To deliver premium educational resources directly to disadvantaged learners
SWAYAM is an Indian government initiative designed to achieve the three cardinal principles of education policy: access, equity, and quality. Its primary objective is to deliver high-quality, interactive online courses directly to all learners, particularly those who are academically or economically disadvantaged. The platform hosts massive open online courses covering diverse subjects, including agricultural science.

**231.** (A) Algorithms recognizing patterns in data to improve performance via experience
Machine learning is a subset of artificial intelligence based on the development of algorithms that can learn from and make predictions on data. Rather than relying on hardcoded, explicit programming rules, these systems identify complex statistical patterns within datasets. As the model processes more data, it iteratively improves its accuracy and performance through experience.

**232.** (D) Unstructured or semi-structured problems that require professional human judgment
Decision support systems are computerized tools specifically designed to help managers solve semi-structured or unstructured problems that cannot be fully automated. These complex problems, such as crop management decisions under uncertain weather conditions, require combining analytical models with professional human judgment. The system provides relevant data and analytical evaluations to support, rather than replace, human decisions.

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as smartphones and tablets. It enables learners to access instructional modules, tutorials, and collaborative tools from any location, fostering high learning flexibility. In agricultural extension, m-learning allows farmers to receive timely field advisories and interactive lessons directly.

**198.** (A) P-2, Q-1, R-4, S-3
YouTube is primarily used for long-form instructional videos and visual demonstrations of farming techniques. WhatsApp facilitates instant messaging and peer-to-peer farmer group discussions. Twitter serves as a micro-blogging tool for rapid alerts and policy updates. Facebook is used for building community pages and local agribusiness networking, creating a comprehensive digital ecosystem for modern agricultural extension.

**199.** (A) The source code is publicly accessible for anyone to view, modify, and share
Open-source software is characterized by a licensing model that makes the original programming source code publicly accessible. This allows users, developers, and researchers to freely view, modify, enhance, and distribute the application without paying proprietary licensing fees. In agricultural geographic information systems, open-source platforms promote collaborative development, lower software costs, and facilitate customized research tools.

**200.** (D) A is false but R is true
The adoption of precision agriculture remains relatively low among smallholder farmers in developing countries, despite its potential benefits. This low adoption rate is primarily due to the high capital costs associated with advanced technologies, such as drones, smart sensors, and high-resolution satellite imagery. These high initial investment costs create significant economic barriers for smallholders.

**201.** (B) Knowledge Acquisition Facility
The knowledge acquisition facility is the specific component of an expert system that manages the entry, updating, and structuring of domain-specific data. It provides an interface through which human experts or knowledge engineers can input new logical rules and factual databases. This ensures the system's knowledge base remains current and accurate, reflecting the latest agronomic research.

**202.** (C) The ground dimension represented by the smallest pixel in the image
Spatial resolution in satellite remote sensing refers to the physical ground area represented by a single pixel within a digital image. High spatial resolution means each pixel covers a very small ground area, providing detailed imagery that allows analysts to distinguish individual crop rows or localized field variations. This metric is critical for precise mapping and monitoring tasks.

**203.** (D) Red and Near-Infrared (NIR)
The Normalized Difference Vegetation Index is a widely used remote sensing metric calculated from the red and near-infrared spectral bands of satellite imagery. Healthy vegetation strongly absorbs visible red light for photosynthesis while highly reflecting near-infrared light from its leaf structure. Comparing these bands allows researchers to accurately monitor canopy greenness, assess plant stress, and estimate yield potential.

**204.** (A) A lightweight publish-subscribe protocol suited for low-bandwidth devices
Message Queuing Telemetry Transport is a lightweight, publish-subscribe network protocol designed for constrained devices with limited processing power and bandwidth. It operates with minimal packet overhead, making it highly efficient for transmitting sensor telemetry in remote rural areas over cellular networks. This protocol is a fundamental standard for data exchange in agricultural Internet of Things architectures.

**205.** (B) II and IV
The National Agriculture Market is an innovative pan-India electronic trading portal that networks existing physical wholesale mandis to create a unified national market. It promotes administrative uniformity in agricultural marketing by streamlining licensing and assaying procedures across different states. Additionally, it facilitates transparent, real-time online price discovery, enabling farmers to secure competitive prices for their produce.

**206.** (B) Relational Database
A relational database model organizes data into structured, two-dimensional tables consisting of rows and columns, where each row represents a unique record and columns define data attributes.

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systems are highly cost-effective, versatile, and widely used for standard administrative tasks, educational programs, and localized database management across various commercial domains.

**154.** (C) I and III
Web 2.0 represents the second generation of World Wide Web development, shifting from static pages to interactive, collaborative platforms. It introduced user-generated content, enabling individuals to create, upload, and share information. This evolutionary phase facilitated the rapid rise of social media networks, blogs, wikis, and interactive communication portals, greatly transforming modern digital knowledge sharing systems.

**155.** (D) Discussion Boards
Asynchronous communication tools allow participants to interact, share information, and complete coursework at different times without requiring real-time presence. Discussion boards represent a classic asynchronous channel where learners post queries and respond to peers when convenient. This contrasts with synchronous systems like live video conferencing or chat, which require participants to be active simultaneously online.

**156.** (A) Adapting digital content to local language, dialect, and culture
Localization involves modifying digital systems, user interfaces, and content to meet the linguistic, cultural, and functional requirements of a specific target community. In rural information environments, translating materials into local languages and dialects is critical for usability. This process ensures that farmers with varying literacy levels can easily comprehend, navigate, and apply complex technical agricultural advisories.

**157.** (A) Both A and R are true and R is the correct explanation of A
Interactive multimedia programs targeting rural users with limited formal literacy must minimize complex technical terminology and text-heavy descriptions. Complex vocabulary increases extraneous cognitive load, which diverts valuable mental resources away from processing the actual instructional message. Utilizing clear visuals, simple language, and intuitive audio guidance optimizes comprehension and ensures effective learning experiences for diverse farming communities.

**158.** (B) Temporary assistance given to learners that fades as competence increases
Scaffolding represents a fundamental instructional strategy of providing temporary support to learners during complex tasks. As the learner gains competence, confidence, and self-regulation, this pedagogical assistance is gradually withdrawn, fostering independent problem-solving skills. Within instructional design, scaffolding ensures that cognitive load is maintained at manageable levels while working through increasingly difficult or integrated authentic real-world scenarios.

**159.** (A) Structured descriptive data that provides information about other data
Metadata is structured, descriptive information that explains, localizes, and tracks other data assets within a digital repository. It includes key details such as author names, publication dates, keywords, and geographic coordinates of records. By organizing this context, metadata enables efficient sorting, search retrieval, and interoperability across vast electronic databases, making resources easily discoverable for researchers.

**160.** (C) On-demand delivery of databases, storage, and computing over the internet
Cloud computing provides on-demand access to shared computing resources, including databases, software, and physical servers, over the internet. This model eliminates the need for maintaining expensive on-premise hardware infrastructure, allowing agricultural enterprises to store and process massive datasets flexibly. It supports real-time analytics, remote data integration, and secure, centralized collaboration among researchers and farmers worldwide.

**161.** (D) Any physical network device like an active sensor or actuator
A node in an agricultural Internet of Things system refers to any physical, connected device operating within the network topology. This includes environmental sensors tracking parameters like soil moisture or temperature, as well as actuators executing physical commands. These hardware nodes collect data from the field, communicate with central gateways, and enable

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**215.** (A) Fraudulent attempts to steal passwords or data by mimicking trustworthy entities
Phishing is a deceptive cyber security threat where attackers send fraudulent communications designed to trick users into revealing sensitive information, such as login credentials or financial passwords. These messages often mimic legitimate organizations, such as government agricultural portals or banking institutions. Protecting networks requires raising user awareness, implementing robust email filters, and using multi-factor authentication.

**216.** (A) I, II, and III
Blockchain technology is built upon several core structural principles that ensure secure, transparent, and trustless transactions. These key elements include decentralization, which distributes data across a peer-to-peer network, and immutability, which prevents recorded transactions from being modified. Additionally, consensus mechanisms validate new blocks, ensuring agreement among network participants without relying on a centralized authority.

**217.** (B) Limited capacity and short duration
In Sweller's Cognitive Load Theory, human working memory is characterized by a highly limited storage capacity and a short processing duration. It can hold and process only a few pieces of new information simultaneously, typically around four to seven chunks. Recognizing these structural cognitive limits is essential for designing effective educational materials that prevent mental overload.

**218.** (C) They apply deductive IF-THEN rules to reach logical conclusions from facts
Expert systems utilize computer programs to solve complex problems within specialized domains by mimicking human decision-making processes. Mathematically and logically, they apply deductive reasoning to process a structured set of rules, commonly formatted as IF-THEN statements, against known facts. This deductive logic allows the system to systematically draw valid conclusions and provide reliable recommendations.

**219.** (D) A supervised learning model
A decision tree is a popular algorithm classified under supervised machine learning, meaning it is trained on labeled datasets where the input and correct output are known. It structures decisions in a flowchart-like tree diagram to solve both classification and regression tasks. In agriculture, it is used to predict crop suitability or classify soil types.

**220.** (D) A is false but R is true
Synchronous e-learning provides valuable real-time interaction, allowing participants to ask questions and receive immediate clarification from instructors. However, it cannot guarantee higher knowledge retention than asynchronous methods for all learners, as retention depends on various individual cognitive factors and instructional designs. Asynchronous learning offers the benefit of self-paced study, which often improves comprehension for complex topics.

**221.** (B) Topological overlay analysis
Topological overlay analysis is a fundamental geographic information system function that combines two or more distinct spatial layers to create a new output dataset. By overlaying polygon layers, such as soil classifications with land ownership boundaries, the system determines spatial intersections and relationships. This process allows researchers to identify areas meeting multiple complex environmental and administrative criteria.

**222.** (B) Learnability
Learnability is a key usability attribute in human-computer interaction that measures how easily and quickly a user can navigate and utilize an application during their very first encounter. High learnability is crucial for digital systems designed for rural users, as it reduces training barriers and encourages rapid adoption of new tools without requiring extensive formal instruction.

**223.** (A) To link dissimilar networks running different communication protocols
A gateway is a specialized hardware and software network device that connects dissimilar network architectures operating on different communication protocols. It translates data packets between incompatible environments, enabling seamless communication across diverse systems, such as linking a local network to the internet. This protocol conversion is essential for integrating legacy systems with modern cloud architectures.

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on critical thinking and communication in virtual environments. This competency enables rural users to successfully navigate portals, identify reliable agricultural advice, and make informed farming decisions.

**171.** (D) Eliminate middlemen to boost farmer profits and guarantee fair weighing
The e-Choupal initiative revolutionized agricultural supply chains by placing internet-enabled kiosks directly in Indian villages. By bypassing the traditional mandi system, this platform eliminated exploitative middlemen, enabling farmers to sell crops directly to buyers. This direct-to-farm model ensured fair weighing practices, provided transparent, real-time market price access, and significantly increased net profit margins for smallholder cultivators.

**172.** (A) Knowledge Acquisition Facility
The knowledge acquisition facility is the component of an expert system that acts as an interface between human domain experts and the system's knowledge base. It allows knowledge engineers to systematically enter, structure, update, and validate logical rules and factual datasets. This ensures that the specialized expertise of agronomists is correctly translated into computational rules for the inference engine.

**173.** (B) To explain the logical reasoning and facts behind a specific recommendation
The explanation facility in an expert system provides transparency by illustrating the logical reasoning pathways used to arrive at a specific recommendation. When a farmer receives a crop diagnostic advisory, this module explains which rules, facts, and inputs were evaluated. By clarifying how decisions are made, the system builds user trust, enhances learning, and validates technical reliability.

**174.** (B) Storing and running the mathematical or quantitative simulation models
The model management subsystem is a core component of a decision support system, responsible for storing, organizing, and executing quantitative models. These include statistical, financial, or simulation models designed to analyze complex scenarios, such as crop yield prediction or irrigation scheduling. It provides the analytical power of the system, transforming raw database inputs into actionable decision options.

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**175.** (A) NAVSTAR (USA)
The Global Positioning System is a satellite-based radionavigation constellation owned by the United States government and operated by the Space Force. Originally named NAVSTAR, this global system transmits continuous positioning and timing signals to civilian and military receivers worldwide. It provides essential spatial data utilized in precision agricultural applications, vehicle guidance systems, and geographic information mapping.

**176.** (A) P-3, Q-4, R-1, S-2
Descriptive analytics summarizes historical data, answering what occurred, such as past crop yields. Diagnostic analytics investigates historical anomalies to explain why something happened, such as crop failures. Predictive analytics uses statistical models to forecast future outcomes, like next season's yields. Finally, prescriptive analytics recommends optimal courses of action, such as the best planting dates to maximize productivity.

**177.** (D) Internet of Things (IoT)
The deployment of radio-frequency identification tags on livestock is a primary application of the Internet of Things in agriculture. Each RFID tag contains a unique digital identifier that transmits spatial and health data to localized receivers. This wireless connectivity enables automatic animal tracking, health monitoring, and precise herd management, integrating physical livestock data into digital systems.

**178.** (C) Unstructured Supplementary Service Data
Unstructured Supplementary Service Data is a global system for mobile communications protocol used to transmit text messages between cellular phones and application servers. Unlike standard SMS, USSD establishes a highly responsive, real-time interactive session, operating via simple numeric menus. It is highly valued in rural digital extension because it functions reliably on basic mobile feature phones without internet access.

**179.** (B) It establishes a real-time, interactive session with the server
The primary advantage of Unstructured Supplementary Service Data over Short Message Service is its capability to establish a real-time, interactive session. SMS relies on store-and-forward routing, which can cause significant transmission delays. USSD sessions remain

**233.** (B) Directorate of Marketing & Inspection (DMI) and NIC
The Agricultural Marketing Information Network portal is an important e-governance initiative implemented in India by the Directorate of Marketing and Inspection, in collaboration with the National Informatics Centre. This digital platform facilitates the electronic collection and dissemination of real-time commodity market prices and arrivals from across the country, improving price transparency for farmers.

**234.** (C) Cryptographic hash functions
Cryptographic hash functions are the mathematical foundation of security and data integrity in blockchain technology. These one-way algorithms convert input data of any size into a unique, fixed-length string of characters. Any change to the transaction data alters the resulting hash value, making the entire chain tamper-evident and ensuring the immutability of recorded ledger entries.

**235.** (D) Component executing received electrical signals to physically move a device
In an agricultural Internet of Things system, an actuator is a mechanical or electronic device responsible for executing physical actions based on control signals. It converts electrical commands from a controller into mechanical movement, such as opening irrigation valves, adjusting greenhouse vents, or turning on water pumps. Actuators enable automated responses to environmental sensor readings.

**236.** (A) Vector
The vector data structure is a fundamental model used in geographic information systems to represent real-world spatial features using precise coordinate points. It organizes spatial data into points, lines, and polygons, where lines are connected sequences of coordinates and polygons represent closed areas. This model is ideal for representing discrete boundaries, roads, and land parcels.

**237.** (B) Madhya Pradesh
The Gyandoot project was a pioneering intranet-based rural service delivery network initiated in the Dhar district of Madhya Pradesh, India. Launched in late nineteen ninety-nine, this e-governance initiative deployed community computer kiosks to provide rural citizens with digital access to agricultural market rates, land records, and government grievance registration systems, improving public service transparency.

**238.** (B) Native apps are built for specific OS platforms to access hardware, while web apps run in browsers.
Native mobile applications are developed specifically for a particular operating system, such as iOS or Android, allowing them to access device-specific hardware like GPS and cameras directly. In contrast, web applications run inside standard mobile web browsers and do not require formal installation from app stores. This difference impacts performance, development costs, and offline usability.

**239.** (A) Using NLP to classify user feedback sentiment as positive, negative, or neutral
Sentiment analysis is an application of natural language processing used to evaluate text data, such as social media comments or farmer feedback. The algorithm parses and analyzes written statements to classify the expressed opinion as positive, negative, or neutral. In agriculture, this analysis helps organizations track public reception of policies, extension campaigns, and product performance.

**240.** (A) Both A and R are true and R is the correct explanation of A
The redundancy principle states that learners comprehend information better from graphics combined with spoken narration, rather than from graphics, narration, and on-screen text presented simultaneously. When text and graphics are displayed together, they both compete for the limited capacity of the visual processing channel, causing cognitive overload. Eliminating redundant on-screen text frees visual resources for processing graphics.

**241.** (D) Inference Engine
An expert system contains specialized components designed to solve complex diagnostic problems by mimicking human logic. Unlike standard relational databases, which focus on storing and querying structured tables, expert systems incorporate an inference engine. This engine applies logical rules from the knowledge base to draw conclusions, providing reasoning capabilities that databases lack.

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correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008
**9.** Which theory significantly influenced the modern framework of Human Resource Development by emphasizing human motivation and self-actualization?
(A) Taylor's Scientific Management Theory
(B) Weber's Bureaucratic Theory
(C) Maslow's Hierarchy of Needs
(D) Fayol's Administrative Theory

2006
**10.** Which statement represents the best rationale for integrating HRD into agricultural extension?
(A) Extension agents only require technical farming knowledge, rendering soft skills unnecessary.
(B) Integrating developmental training decreases the overall necessity of active farmer participation.
(C) Shifting the administrative focus from rural farmers to internal bureaucratic agency procedures.
(D) Continuous skill building is essential since extension services rely heavily on human interaction.

2002
**11.** Which pair accurately reflects an HRM function and an HRD function, respectively?
(A) Recruitment; Career Planning
(B) Training; Compensation
(C) Mentoring; Payroll
(D) Organization Development; Selection

2022
**12.** Human capital theory justifies investments in HRD by asserting that:
(A) Human resources represent depreciating physical capital assets.
(B) Education and training directly enhance economic productivity.
(C) Employee development should be outsourced to external agencies.
(D) Labor is strictly viewed as a physical input in production.

2024
**13.** In agricultural extension, the role of human resources is critical primarily because:
(A) The sector relies on highly automated processes requiring no human intervention.
(B) Extension acts as a vital link transferring knowledge from research to farmers.
(C) Extension agents are responsible for agricultural marketing.
(D) It eliminates the need for agricultural subsidies.

2018
**14.** What is the most significant human resource challenge in contemporary rural development programs?
(A) Retention of highly skilled professionals in remote rural areas
(B) Excessive oversupply of highly trained agricultural extension staff
(C) Severe lack of available agricultural land for field demonstration
(D) Overly intensive focus on theoretical academic research methodologies

2022
**15.** Match the roles of extension personnel in List I with their primary functions in List II:
**List I :** Roles
P. Facilitator
Q. Subject Matter Specialist
R. Evaluator
S. Administrator
**List II :** Functions
1. Assesses program impact and effectiveness
2. Manages extension office operations
3. Guides farmers in group decision-making
4. Provides deep technical expertise
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-1, Q-2, R-3, S-4
(D) P-3, Q-1, R-4, S-2

2017
**16.** Effective human resource utilization in rural development directly leads to:
(A) Decreased technology adoption rates among rural smallholders
(B) Increased long-term financial dependency on central government aid
(C) Centralization of rural decision-making within government offices
(D) Enhanced community empowerment and collective local self-reliance

2021
**17.** The concept of 'social capital' in rural development is most closely tied to:
(A) Financial investments in modern machinery and farm infrastructure
(B) Government subsidies for agricultural

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confusing navigation, or disorganized layouts that distract the learner. Minimizing extraneous load allows working memory to focus on intrinsic difficulty.

**252.** (A) P-3, Q-2, R-4, S-1
Vector data represents spatial features using points, lines, and polygons, whereas raster data stores spatial information as a continuous grid of pixels. Satellites use trilateration calculations to determine precise ground receiver positions by measuring distances from space. Finally, geocoding translates physical street addresses into precise geographic coordinates, enabling spatial mapping and analysis in geographic information systems.

**253.** (B) Boolean and predicate logic
The inference engine in an expert system processes rules and facts using formal logic to derive new conclusions. It relies heavily on Boolean algebra and predicate logic to evaluate conditional statements, such as IF-THEN rules, and resolve queries. This logical framework enables the system to systematically analyze complex relationships, matching user inputs against the established knowledge base.

**254.** (C) One-way communication with limited immediate feedback
Community radio is a powerful mass communication tool in agricultural extension, but it has several structural limitations. The primary challenge is its reliance on one-way communication, which restricts immediate feedback and interactive dialogue between agricultural experts and listeners. This makes it difficult for farmers to clarify complex instructions, ask follow-up questions, or receive personalized solutions to localized field problems.

**255.** (A) Varying soil inputs across a field based on localized site-specific needs
Variable Rate Technology is a key component of precision agriculture that allows farmers to apply inputs, such as seeds, fertilizers, and chemical pesticides, at varying rates across a single field. Using GPS guidance and spatial prescription maps, VRT systems automatically adjust applicator flow rates to match localized soil needs. This targeted approach improves resource efficiency and minimizes environmental impacts.

**256.** (C) Computer Vision (a subset of AI/ML)
A mobile application that scans a diseased leaf and diagnoses the specific plant disease is powered by computer vision, a specialized branch of artificial intelligence. These algorithms analyze digital images, extracting visual features such as lesion color, shape, and pattern. By comparing these features against extensive databases of labeled images, the model identifies the most likely crop disease.

**257.** (D) Germane Load
Germane cognitive load refers to the mental effort dedicated to processing information, constructing cognitive schemas, and organizing knowledge in working memory for long-term storage. Unlike extraneous load, which hinders learning, germane load is highly beneficial and is actively fostered by instructional designs that encourage deep cognitive processing. This processing helps learners integrate new concepts with existing mental frameworks.

**258.** (C) Disparities in literacy and skills to effectively use the technology
The digital divide is structured across multiple levels of accessibility and equity. While the first level focuses on physical access to hardware and internet infrastructure, the second-level digital divide refers to disparities in digital literacy, technical skills, and capabilities required to use technology effectively. Overcoming this barrier requires comprehensive user training, simplified interfaces, and localized content delivery.

**259.** (B) Open Educational Resources
Open Educational Resources are teaching, learning, and research materials published under open licenses that permit users to access, adapt, share, and reuse them without cost. These resources include textbooks, lecture notes, video modules, and software tools. By removing financial and legal barriers, OER promotes educational equity and facilitates knowledge dissemination, particularly in resource-constrained rural communities.

**260.** (B) II and III
The Internet of Things in agriculture uses specialized sensors to collect real-time data on environmental factors such as soil moisture, temperature, and humidity, eliminating the need for manual data entry. Furthermore, IoT systems can automate operations like irrigation

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replicating data blocks across multiple network nodes, ensuring high availability and permitting rapid parallel processing of big data applications used in modern agricultural research.

**279.** (A) Machine-readable data schemas enabling AI to map relational crop concepts
The semantic web is an evolution of Web three point zero that focuses on structuring digital data using machine-readable schemas and metadata. This format enables artificial intelligence systems to understand the meaning, context, and relationships of web content. In agriculture, it allows automated platforms to search, integrate, and synthesize complex agronomic concepts across diverse online databases.

**280.** (C) They fail to teach complex problem solving or new conceptual theories
Drill-and-practice computer-assisted instruction modules are effective for reinforcing previously learned facts, vocabulary, and basic mathematical operations through repetition. However, they possess a significant limitation: they are not designed to teach complex problem-solving strategies or introduce entirely new conceptual theories. To develop higher-order cognitive skills, other instructional models like tutorials or simulations are required.

**281.** (B) A sub-skill or element constituting a complex skill
In the Four-Component Instructional Design model, a constituent skill is a specific sub-skill or elemental process that forms part of a larger, complex professional task. Mastering complex real-world tasks requires coordinating these individual constituent skills. Instructional designers identify these components to structure practice tasks and determine where supportive or procedural information is needed.

**282.** (C) It records crop flow and moisture during harvest with GPS mapping
A yield monitor is an essential precision agriculture tool mounted on harvesting machinery to measure crop flow and moisture content in real time. Combined with GPS receiver data, the monitor records spatial variations in crop yield across the field during harvest. This data is used to generate yield maps, helping farmers optimize input applications.

**283.** (D) Nodes are interconnected directly, offering high redundancy and fault safety
A mesh topology is a network configuration where individual nodes are connected directly to multiple other devices, creating redundant communication pathways. This highly decentralized structure ensures high fault tolerance: if one link fails, data can be rerouted through alternative paths, preventing network downtime. Mesh networks are widely used in robust agricultural sensor deployments.

**284.** (A) The average income increase of farmers using kiosk market data
When assessing the impact of a rural kiosk project, researchers evaluate both technical metrics and socio-economic indicators. Technical indicators measure hardware performance, such as internet bandwidth or server uptime. In contrast, socio-economic indicators assess the project's tangible impact on local livelihoods, such as the average income increase achieved by farmers using the kiosk's market information.

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**285.** (B) Utilizing high contrast colors and large typography
Designing mobile applications for field-level use by farmers requires careful attention to environmental operating conditions, such as bright outdoor sunlight. To ensure interface readability under high-glare conditions, designers must utilize high-contrast color palettes and large, clear typography. This design approach improves usability, minimizes screen-reading errors, and enhances the overall user experience.

**286.** (B) Learning via feedback from environmental actions to maximize rewards
Reinforcement learning is a branch of machine learning where an artificial agent learns to make optimal decisions by interacting with an environment. Through a trial-and-error process, the agent receives feedback in the form of rewards or penalties based on its actions. Over time, the model adjusts its strategy to maximize cumulative long-term rewards.

**287.** (A) A motorized ventilation window opening on high temperatures
In an automated greenhouse system, an actuator is a physical component that executes commands to alter environmental conditions. An example of an actuator is a motorized ventilation window that automatically opens when temperatures

meaning it does not provide entertainment services like live streaming movies.

**270.** (B) Logical statement: IF-THEN rule
In an expert system's knowledge base, logical rules are represented using conditional IF-THEN statements. This rule-based structure matches specific conditions or premises (the "IF" part) to corresponding actions or conclusions (the "THEN" part). This format allows the inference engine to process input data systematically, guiding logical reasoning to arrive at accurate crop management recommendations.

**271.** (A) Text and related images should be placed physically close on the page
The spatial contiguity principle states that people learn more effectively when related text descriptions and corresponding visual images are placed physically close together on a page or screen. Positioning text near its associated graphic reduces the need for unnecessary visual scanning, lowering extraneous cognitive load and allowing working memory to focus on integrating the information.

**272.** (C) A visual graphic representing structural relationships analogously
In Schnotz's integrative model of text and picture comprehension, a depictive representation refers to visual graphics, such as drawings, photos, or diagrams, that represent real-world structures through spatial analogy. Unlike descriptive representations like text, depictive formats display structural features and relationships directly, allowing the brain to construct a mental model of the information through perceptual processing.

**273.** (D) Grouping unlabelled soil profiles based on chemical traits
Unsupervised learning is a branch of machine learning where algorithms analyze unlabeled datasets to discover underlying patterns, groupings, or structures without human guidance. An example of this is clustering similar, unlabelled soil profiles into distinct categories based on their chemical and physical traits. This differs from supervised learning, which relies on predefined target labels for training.

**274.** (C) Each block contains the cryptographic hash of the previous block
The immutability of data recorded on a blockchain is secured by its distributed, sequential structure, where each block contains a cryptographic hash of the previous block. This cryptographic link creates a secure chain where altering transaction data in any single block would invalidate all subsequent blocks, making unauthorized changes immediately evident across the distributed network of nodes.

**275.** (B) Model-driven DSS
A model-driven decision support system relies on quantitative, mathematical, or simulation models to analyze complex scenarios and generate decision alternatives. By utilizing environmental algorithms, it simulates physical or agricultural processes, such as water flow dynamics within a watershed or crop development stages. This allows researchers and managers to evaluate the outcomes of different management strategies.

**276.** (A) P-4, Q-2, R-1, S-3
The Central Processing Unit is the primary processor executing system instructions and logic. The Graphics Processing Unit specializes in rendering visual images and processing parallel datasets. Random Access Memory provides temporary, volatile storage for active processes, while the motherboard functions as the main printed circuit board connecting all internal hardware components and peripheral devices.

**277.** (A) Synchronous remote audio, video, or digital conferencing
Teleconferencing in agricultural extension refers to synchronous communication systems that connect geographically separated participants through real-time audio, video, or digital channels. This technology enables farmers, researchers, and extension agents to hold interactive discussions, share visual presentations, and conduct training programs without the need for travel, making knowledge dissemination more efficient and cost-effective.

**278.** (C) A distributed storage system running on commodity hardware clusters
The Hadoop Distributed File System is a core storage technology designed to store massive datasets reliably across clusters of standard, low-cost commodity hardware. HDFS provides fault-tolerant data storage by automatically

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**242.** (C) Digital Elevation Model
In geographic information systems, a Digital Elevation Model is a raster-based digital representation of a terrain's continuous elevation surface. It consists of a grid of pixels, where each cell contains a value representing the height above sea level at that specific location. DEMs are crucial in agriculture for analyzing slopes, drainage patterns, and water runoff.

**243.** (B) Prescriptive
When an artificial intelligence algorithm analyzes multivariate data to recommend the exact amount of fertilizer to apply, it is performing prescriptive analytics. This analytical method does not merely predict future scenarios or describe historical trends; instead, it utilizes optimization models to recommend specific, actionable decisions that will yield the best outcomes for crop health and productivity.

**244.** (A) II, IV, I, III
Designing an effective computer-assisted instruction module requires a systematic instructional design workflow. The process begins with a thorough needs assessment and audience analysis to define learning objectives. This is followed by storyboarding and interface design. Next, developer teams create the actual content and media files, and the process concludes with evaluation and student feedback.

**245.** (A) Arithmetic Logic Unit
The Arithmetic Logic Unit is a primary internal component of a computer's central processing unit. It is responsible for performing all arithmetic calculations, such as addition and subtraction, as well as logical operations, such as comparing values using AND, OR, and NOT gates. All processing instructions executed by the CPU rely on these core operations.

**246.** (C) Learning is better with a friendly human voice rather than a machine voice
The voice principle in multimedia learning states that people learn more deeply when instructional narration is delivered in a friendly, expressive human voice rather than a flat, synthetic computer voice. A natural human voice fosters a social agency response, which increases student engagement and encourages active cognitive processing of the educational material, leading to better learning outcomes.

**247.** (A) Training learners on complex, integrated real-world tasks from the start
The Four-Component Instructional Design model advocates whole-task practice, which involves training learners on complete, integrated real-world tasks from the beginning of instruction. Rather than practicing isolated sub-skills in a vacuum, students learn how different skill components interact. Task difficulty is gradually managed using scaffolding, ensuring that learners develop coordinated, professional problem-solving capabilities.

**248.** (D) SMTP
Simple Mail Transfer Protocol is the standard internet protocol used for sending and routing electronic mail messages between mail servers. It operates at the application layer of the network stack, ensuring that outgoing emails are directed to the correct destination servers. For retrieving and downloading emails, other specialized protocols like POP3 or IMAP are used.

**249.** (B) The physical or logical layout of network nodes and connections
In computer networking, topology defines the physical or logical arrangement of nodes, servers, and communication links within a network. It describes how devices are interconnected and how data packets flow through the system. Common network topologies include star, bus, ring, and mesh configurations, each offering distinct advantages regarding installation cost, data routing efficiency, and fault tolerance.

**250.** (C) SWAYAM
SWAYAM is an integrated online portal initiated by the Ministry of Education, Government of India, to provide massive open online courses to students nationwide. The platform hosts high-quality educational courses designed by expert faculty, covering high school, undergraduate, and postgraduate curriculums. This initiative aims to bridge the digital divide and democratize access to quality higher education.

**251.** (D) Intrinsic stems from material difficulty; extraneous stems from layout design
Intrinsic cognitive load is determined by the inherent complexity of the study topic and the learner's prior knowledge, representing the mental effort required to process the core information. Conversely, extraneous cognitive load is caused by poor instructional design,

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exceed a predefined limit. This physical movement contrasts with sensors, which only monitor and record parameters like temperature or humidity.

**288.** (C) An LPWAN protocol enabling long-range transfer at low data rates
LoRa is a wireless communication technology classified as a Low-Power Wide-Area Network protocol. It is specifically designed to transmit small packets of data over very long distances while consuming minimal battery power. This makes LoRa highly suited for remote agricultural Internet of Things applications, where sensors must transmit soil and weather data over expansive fields.

**289.** (B) II and III
Decision support systems utilize structured databases and quantitative mathematical models to analyze complex scenarios and generate decision alternatives. These systems feature interactive user interfaces, allowing operators to enter variables, run simulations, and view results easily. Rather than replacing human experts, DSS tools are designed to support and enhance human judgment in unstructured problem-solving.

**290.** (C) Creating a transparent, immutable record of crop logistics routes
Blockchain technology is used in agricultural supply chains to create a transparent, tamper-resistant, and immutable ledger of transactions and crop logistics routes. By recording each step of the journey, from farm to consumer, it enhances traceability and food safety. This transparency helps verify organic certifications, reduce administrative fraud, and build consumer trust in food products.

**291.** (B) To integrate existing APMC markets into a unified national digital trade portal
The primary purpose of the National Agriculture Market initiative is to integrate existing state-regulated APMC mandis into a single, unified national digital trade portal. By creating a pan-India electronic trading network, e-NAM removes physical trade barriers, streamlines transaction procedures, and facilitates transparent price discovery. This digital integration empowers farmers with wider market access.

**292.** (D) Learners retain info better from combined words and graphics than words alone
The multimedia principle states that people learn more deeply and retain information better from a combination of words and graphics, rather than from words alone. Using both text and visual illustrations engages both verbal and visual processing channels in working memory. This dual-channel processing helps learners build stronger, more coherent mental representations of complex instructional concepts.

**293.** (B) One-to-Many
In relational database design, a one-to-many relationship is used when a single record in one table can be associated with multiple records in another table. For example, a single farmer record can be linked to several crop cultivation records. This relationship is implemented using primary and foreign keys, ensuring structured data organization and query accuracy.

**294.** (C) Sub-skills requiring automaticity due to frequent use and safety needs
In the Four-Component Instructional Design model, part-task practice is recommended specifically for constituent skills that require a high degree of automaticity. These include routine sub-skills, such as emergency safety procedures or frequent administrative tasks, that must be executed quickly and accurately. Repeated practice of these components helps automate actions, reducing cognitive load during complex tasks.

**295.** (A) Natural Language Processing
Natural Language Processing is a branch of artificial intelligence that enables computer systems to comprehend, analyze, translate, and generate human language. In agricultural applications, NLP is used to build interactive chatbots and voice-activated advisories. This technology allows farmers to submit queries in their native dialects and receive automated, context-specific agronomic advice in real time.

**296.** (D) Leased telephone lines, satellites, and cellular carriers
Wide Area Networks connect geographically dispersed computer nodes across vast distances, such as cities, regions, or continents. To establish these long-range connections, WANs utilize advanced telecommunication systems, including leased telephone lines, satellites, and cellular

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and ventilation by transmitting commands to physical actuators. This automated data-to-action loop improves resource efficiency and crop management.

**261.** (A) Fast memory situated near the CPU to store frequently accessed data
Cache memory is a small, extremely fast temporary storage area located directly inside or close to the central processing unit. It is designed to store copies of frequently accessed data and instructions from the primary system memory. By delivering data to the processor much faster than standard RAM, cache memory reduces latency and improves overall system performance.

**262.** (C) Static read-only informational pages
Web 1.0 represents the earliest phase of the World Wide Web, characterized by static, read-only informational pages. During this era, online communication was primarily unidirectional, with websites acting as digital brochures or bulletin boards. Users could search and read information but had very limited capability to interact, generate their own content, or participate in collaborative networks.

**263.** (A) A trained local farmer who runs the kiosk and guides transactions
In the e-Choupal model, the Sanchalak is a trained local farmer selected from the community to operate the internet-enabled information kiosk. Acting as a trusted host, the Sanchalak helps fellow farmers access crop prices, weather forecasts, and agronomic advice. This community-based approach helps bridge the digital divide, builds local trust, and facilitates transparent agricultural trading transactions.

**264.** (A) Both A and R are true and R is the correct explanation of A
Deep learning models require massive datasets of labeled images to achieve high diagnostic accuracy in agricultural tasks like crop disease detection. Unlike shallow machine learning algorithms, deep neural networks learn complex hierarchical features directly from raw data without manual feature extraction. This extensive data requirement is necessary to capture diverse patterns, lighting variations, and environmental conditions.

**265.** (B) Linear Regression
Linear regression is a fundamental statistical method used in machine learning to model the relationship between a dependent variable and one or more independent variables. By calculating the best-fitting straight line through data points, it estimates trends and predicts outcomes. In agriculture, linear regression is commonly applied to model crop yield response to variable fertilizer application rates.

**266.** (C) University networks located within the bounds of a single city
A Metropolitan Area Network is a computer network designed to cover a geographical area larger than a local area network but smaller than a wide area network, typically spanning a single city or municipal region. It is best suited for connecting multiple localized institutions, such as university campuses, corporate offices, or research facilities located within city limits.

**267.** (D) English-only digital resources combined with restrictive societal gender norms
The adoption of digital technology by rural women in agriculture is often hindered by significant socio-cultural barriers. These challenges include a lack of localized, native-language digital content, as many portals publish resources exclusively in English. Furthermore, restrictive societal gender norms can limit women's physical access to community technology terminals, mobile devices, and educational training programs.

**268.** (A) A Learning Management System (LMS)
A Learning Management System is a specialized software application designed to administer, document, track, and deliver educational courses and training programs. It provides instructors with tools to upload lesson materials, track student progress, conduct online quizzes, and manage grades systematically. For learners, an LMS serves as a centralized, accessible portal for interactive distance education.

**269.** (B) Live streaming of Hollywood movies
The Kisan Suvidha mobile application is a dedicated digital extension tool designed by the Indian government to support farmers with critical agricultural services. It provides timely information on market prices, weather forecasts, and plant protection guidelines. However, the app is strictly designed for agricultural utility,

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# CHAPTER 04

# Training and Human Resource Development

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2025

**1.** Which of the following best defines the primary distinction between Human Resource Management (HRM) and Human Resource Development (HRD)?
(A) HRM manages basic recruitment, while HRD focuses on continuous organizational learning.
(B) HRM coordinates payroll systems, while HRD handles performance appraisal programs.
(C) HRM manages employee administration, while HRD builds continuous employee capabilities.
(D) HRM directs structural changes, while HRD manages external public relations efforts.

2002

**2.** In the evolution of human resource concepts, which approach historically preceded the formal concept of HRM?
(A) Organizational Development
(B) Personnel Management
(C) Human Capital Management
(D) Systems Theory Management

2024

**3.** What is the central focus of HRD in an organizational context?
(A) Enforcing workplace regulations and strict disciplinary actions
(B) Minimizing workforce numbers to lower annual operational costs
(C) Coordinating supply chain logistics and external distribution
(D) Developing employee competencies to support organizational goals

2025

**4.** Which of the following is considered a core macro-level objective of HRD in agriculture?
(A) Improving the overall socio-economic status of diverse rural populations
(B) Enhancing individual farm profitability through localized financial subsidies
(C) Increasing administrative bureaucracy and paperwork in local extension offices
(D) Promoting corporate commercial monopolies throughout the agricultural sector

2008

**5.** Which statement INCORRECTLY describes a characteristic of HRM?
(A) It focuses on strategic workforce planning and alignment with organizational goals.
(B) It involves systematic procurement, maintenance, and compensation.
(C) It is exclusively concerned with temporary, contract-based labor.
(D) It treats employees as a highly valuable strategic corporate resource.

2003

**6.** The transition from HRM to HRD is primarily characterized by a shift from:
(A) Control-oriented practices to development-oriented practices
(B) Long-term strategic planning to short-term daily operations
(C) Decentralized employee empowerment to rigid hierarchical control
(D) Qualitative performance metrics to purely quantitative metrics

2006

**7.** Which system is a recognized sub-system of HRD?
(A) Inventory Management
(B) Financial Auditing
(C) Marketing Strategy
(D) Performance Appraisal

2005

**8.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** HRD is a continuous and dynamic process rather than a one-time activity.
**Reason (R) :** The rapid change in agricultural technologies requires constant upgrading of extension workers' skills.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the

carrier networks. This contrasts with local area networks, which rely on short-range physical cables or local wireless connections.

**297.** (B) Mapping field topography, surface slope, and water flow routes
A Digital Elevation Model is a critical spatial data source in precision agriculture, primarily used for mapping field topography, terrain slopes, and water flow routes. By analyzing elevation variations across a landscape, DEMs help farmers predict water runoff, identify zones prone to erosion, and plan precise drainage systems. This information supports targeted soil and water conservation.

**298.** (C) On-chain code that automatically triggers actions when rules are met
A primary characteristic of a smart contract is its reliance on self-executing code stored on a blockchain. This digital agreement automatically executes transactions or triggers specific actions when predefined rules and conditions are met across the network. Because smart contracts run on a decentralized ledger, they eliminate the need for third-party intermediaries, ensuring secure and automated processes.

**299.** (D) Drone photos and social posts
Unstructured data refers to information that does not conform to a predefined data model or schema, making it difficult to store in standard relational databases. Common examples in agriculture include drone photos, satellite imagery, and unstructured social media posts. This contrasts with structured data, such as numeric spreadsheets or database tables containing pre-sorted fields.

**300.** (A) I and II
The evolution of information and communication technology in agriculture began with a reliance on one-way mass media, such as radio and television, to disseminate information. Today, modern agricultural systems leverage interactive, bidirectional digital platforms, including mobile applications and Internet of Things sensors. However, the global digital divide has not been completely eradicated, as access disparities persist.

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fertilizers and inputs
(C) Networks, trust, and cooperation among rural community members
(D) Corporate farming initiatives backed by multi-national corporations

2024
**18.** Which statement is INCORRECT regarding the role of agricultural extension workers?
(A) They act as continuous catalysts for localized rural innovation.
(B) They enforce legal farm laws and punitive regulations on farmers.
(C) They serve as a feedback loop from local farmers to researchers.
(D) They facilitate specialized adult education in rural communities.

2014
**19.** A major shift in the role of extension personnel over recent decades is from:
(A) Active educational facilitators to authoritarian instructors
(B) Dynamic field generalists to strictly office-bound researchers
(C) Public advisory servants to commercial corporate representatives
(D) Top-down transfer agents to participatory learning facilitators

2024
**20.** Identify the correct statement about human resources in rural development.
(A) Empowering female agricultural workers significantly boosts rural food security.
(B) Rural development programs strictly require financial capital, not human capacity.
(C) Indigenous knowledge is entirely irrelevant to modern rural human capacity strategies.
(D) Agricultural extension agents should avoid collaborating with local informal leaders.

2024
**21.** Which indicator reflects poor HR management in an agricultural extension organization?
(A) High employee morale and sustainable job satisfaction
(B) Frequent job rotation and systematic job enrichment
(C) High staff absenteeism and elevated turnover rates
(D) Regular and comprehensive capacity building workshops

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2009
**22.** Consider the following statements regarding the significance of human resources in extension:
I. They bridge the gap between lab and land.
II. They ensure the equitable distribution of financial loans.
III. They mobilize local communities for collective action.
Which of the above statements are CORRECT?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2011
**23.** What is the primary reason for focusing on the continuous development of extension personnel?
(A) To justify departmental budgets to central administrative funding bodies
(B) To strictly enforce traditional and non-scientific agricultural practices
(C) To significantly reduce the required frequency of field extension visits
(D) To keep pace with changing agricultural technologies and climate challenges

2022
**24.** Which of the following is an expected outcome of an effective HRD climate in an extension agency?
(A) Increased inter-departmental conflict
(B) Improved problem-solving capacity among extension staff
(C) Resistance to organizational change
(D) Over-reliance on top management for field decisions

2017
**25.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Education is broader in scope than training.
**Reason (R) :** Education aims at overall cognitive and personal growth, whereas training focuses on specific skill acquisition for a particular job.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2023
**26.** In the context of HRD, what is the fundamental definition of "learning"?
(A) The systematic memorization of abstract

(A) Training program evaluation
(B) Training curriculum design
(C) Training need assessment
(D) Training implementation stage

2016
**86.** During the "Pre-training preparation" phase, which of the following activities is essential?
(A) Developing lesson plans and materials
(B) Measuring the long-term program ROI
(C) Conducting the summative evaluation
(D) Promoting the trainee to a higher rank

2022
**87.** The "Implementation" phase of the training process primarily involves:
(A) Establishing the total corporate training budget
(B) Assessing long-term behavioral changes on the job
(C) Identifying the specific performance gap in skills
(D) Delivering training content using selected methods

2011
**88.** Arrange the following phases of the training process in the correct chronological order:
I. Implementation
II. Design and Development
III. Needs Assessment
IV. Evaluation
(A) III, II, I, IV
(B) II, III, I, IV
(C) III, I, II, IV
(D) I, II, III, IV

2003
**89.** Formulating specific, measurable behavioral learning objectives occurs during which phase?
(A) Need Assessment
(B) Implementation Phase
(C) Design Phase
(D) Follow-up Phase

2009
**90.** Consider the following elements during the logistical preparation (pre-training) phase:
I. Securing training venues and equipment
II. Sending invitations and pre-reading materials to participants
III. Measuring long-term impact on organizational profit
Which of the above elements are crucial?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2018
**91.** The success of the implementation phase depends heavily on:
(A) The trainer's facilitation skills and adaptability
(B) The organizational profit from the previous year
(C) The post-training evaluation survey format
(D) The recruitment strategy for new hires

2003
**92.** Post-training follow-up is critical because:
(A) It helps determine the initial program budget and costs
(B) It ensures transfer of learned skills to the workplace
(C) It helps in drafting the detailed syllabus and curriculum plans
(D) It completely replaces the need for organizational analysis

2011
**93.** A common barrier to the "transfer of training" in the post-training phase is:
(A) Having strong support from the trainee's direct supervisor
(B) A work environment that resists change and supports old ways
(C) Having the necessary tools and equipment to apply new skills
(D) Having immediate opportunities to practice the learned skills

2003
**94.** Action Plans developed by trainees at the end of a workshop are a tool primarily used to facilitate:
(A) Post-training transfer
(B) Pre-training assessment
(C) Training program design
(D) Selection of the venue

2021
**95.** Consider the following statements about the training process phases:
I. Needs assessment is a continuous foundation for all subsequent phases.
II. Implementation involves adapting to learner feedback in real-time.
III. Evaluation should only occur years after the training concludes.
Which of the above statements are correct?
(A) I and III
(B) I and II

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2011

**37.** The concept of "Andragogy" refers specifically to the art and science of helping:
(A) Children learn
(B) Animals learn
(C) Adults learn
(D) Organizations learn

2001

**38.** Who is commonly recognized as the modern pioneer who popularized the concept of Andragogy?
(A) Malcolm Knowles
(B) B.F. Skinner
(C) Jean Piaget
(D) John Dewey

2003

**39.** Which of the following is a core assumption of andragogy?
(A) Adult learners are dependent on instructors for all content.
(B) Adult learners are highly motivated solely by external rewards.
(C) Adult learners prefer a subject-centered, theoretical approach.
(D) Adult learners bring rich experiences that serve as learning resources.

2003

**40.** According to the principles of andragogy, adult learning is most effective when it is:
(A) Highly abstract, theoretical, and conceptually driven
(B) Problem-centered and applicable to real-life situations
(C) Dictated strictly by the trainer with no participant feedback
(D) Focused exclusively on rote memorization and simple recall

2013

**41.** In an agricultural extension training for farmers, which approach is LEAST likely to be effective?
(A) Group discussions drawing on their farming experiences
(B) Field demonstrations of new equipment
(C) Lengthy, one-way theoretical lectures on botany
(D) Problem-solving sessions on local pest control

2009

**42.** Consider the following statements regarding adult learning principles:
I. Adults need to know why they are learning something.
II. Adults have a deep psychological need to be self-directing.
III. Adults enter learning situations with uniform, identical experiences.
IV. Adult readiness to learn is linked to the developmental tasks of their social roles.
Which of the above statement combinations is/are INCORRECT?
(A) I and II
(B) III and IV
(C) II and III
(D) I and IV

2001

**43.** Which motivation factor is considered most powerful for adult learners according to Knowles?
(A) Internal factors like self-esteem and personal growth
(B) External fears regarding physical or professional punishment
(C) External pressures regarding corporate promotions and pay
(D) Mandatory workplace attendance rules and compliance policies

2007

**44.** The transition from Pedagogy to Andragogy involves a shift in the role of the trainer from:
(A) Facilitator to Information Dispenser
(B) Information Dispenser to Facilitator
(C) Evaluator to Subordinate
(D) Observer to Dictator

2015

**45.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** In adult learning environments, the physical and psychological climate should be collaborative and informal.
**Reason (R) :** Adults learn best when they feel respected and their prior experiences are acknowledged and valued.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

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2014

**46.** Which concept refers to learning that is driven by the learner's own goals and internal desire to solve a problem?
(A) Heutagogy
(B) Pedagogy
(C) Didacticism
(D) Behaviorism

2024

**47.** "Readiness to learn" in adults is most strongly triggered by:
(A) Successfully passing a standardized academic examination
(B) A random desire to read specialized academic journals
(C) The need to resolve specific work-related situations
(D) Administrative mandates issued by central authorities

2011

**48.** When designing training for experienced extension workers, it is crucial to include:
(A) Elementary level textbooks
(B) Strict disciplinary measures for incorrect answers
(C) Memorization of historical agricultural dates
(D) Experiential learning activities

2002

**49.** Training Need Assessment (TNA) is best defined as:
(A) The final diagnostic step in evaluating completed programs
(B) A standard administrative method to terminate employees
(C) Determining if training can resolve a performance gap
(D) A financial strategy to allocate excess annual budgets

2023

**50.** What is the fundamental formula often used to conceptualize a training need?
(A) Desired Performance + Actual Performance
(B) Desired Performance – Actual Performance
(C) Desired Performance × Actual Performance
(D) Actual Performance / Desired Performance

2006

**51.** According to standard training needs assessment frameworks, which of the following is NOT one of the three levels of needs analysis?
(A) Organizational Analysis
(B) Task/Operational Analysis
(C) Person Analysis
(D) Competitor Analysis

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2019

**52.** Organizational Analysis in TNA primarily focuses on:
(A) Aligning training with organizational goals and resources
(B) Defining specific technical skills required to complete a task
(C) Identifying which individual employees require further training
(D) Evaluating the trainer's overall classroom presentation skills

2013

**53.** Task Analysis involves:
(A) Determining the overall financial budget of the organization
(B) Assessing the emotional intelligence of individual employees
(C) Identifying knowledge and skills required to perform a job
(D) Analyzing the external market competition and economic trends

2003

**54.** Person Analysis in the TNA process is conducted to determine:
(A) Who needs training and what specific skills they lack
(B) The overarching long-term mission of the extension agency
(C) The legal requirements for organizational workplace safety
(D) The physical layout and seating of the training facility

2014

**55.** Match the training needs assessment (TNA) levels in List I with their central questions in List II:
**List I :** TNA Levels
P. Organizational Analysis
Q. Task Analysis
R. Person Analysis
S. Environmental Analysis
**List II :** Central Questions
1. Who needs the training?
2. What external factors influence the need?
3. Where is training needed strategically?
4. What content needs to be trained?
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-1, Q-2, R-3, S-4

(D) P-3, Q-1, R-4, S-2

2005

**56.** A performance gap may not always require a training solution. Training is ONLY appropriate when the gap is caused by:
(A) A lack of adequate tools or equipment
(B) A lack of knowledge, skill, or attitude
(C) Poor organizational incentives and low pay
(D) Unclear management instructions

2024

**57.** Which outcome indicates a successful Organizational Analysis?
(A) Producing a detailed step-by-step list to operate a tractor
(B) Identifying specific employees who failed a baseline entry test
(C) Confirming alignment of training objectives with strategic goals and available resources
(D) Compleing a standard post-training program evaluation form

2003

**58.** Identify the INCORRECT statement about Training Need Assessment.
(A) It is the diagnostic phase of the training cycle.
(B) It helps in avoiding the waste of resources on unnecessary training.
(C) It provides baseline data for later evaluation.
(D) It relies entirely on the subjective opinion of the HR manager.

2014

**59.** Which component of TNA utilizes job descriptions and job specifications most heavily?
(A) Task Analysis
(B) Organizational Analysis
(C) Person Analysis
(D) Climate Analysis

2008

**60.** What is a "felt need" in the context of TNA?
(A) A need identified by an external agency auditor
(B) A need recognized and expressed by the trainee
(C) A mandatory requirement imposed by the government
(D) A hypothetical future need based on statistical models

2014

**61.** Which data collection method for TNA provides deep, qualitative insights but is highly time-consuming?
(A) Standardized questionnaires
(B) In-depth personal interviews
(C) Direct observation
(D) Reviewing performance appraisal records

2002

**62.** The "Direct Observation" method of TNA is most suitable for identifying gaps in:
(A) Manual or technical physical skills
(B) Strategic decision-making
(C) Abstract theoretical knowledge
(D) Employee attitudes toward management

2019

**63.** Which TNA tool involves gathering a small representative group of employees to discuss their training needs collectively?
(A) Survey Questionnaires
(B) Document Analyses
(C) Focus Group Discussions
(D) Proficiency Testings

2024

**64.** Using Performance Appraisals as a data source for TNA is primarily a technique for which level of analysis?
(A) Organizational Analysis
(B) Task Analysis
(C) Environmental Analysis
(D) Person Analysis

2008

**65.** What is the main advantage of using questionnaires for TNA in a large agricultural extension organization?
(A) It provides the highest depth of qualitative emotional insight.
(B) It completely eliminates the possibility of active respondent bias.
(C) It is highly cost-effective for large, dispersed staff groups.
(D) It guarantees absolute one hundred percent response rates from staff.

2005

**66.** Critical Incident Technique (CIT) used in TNA involves:
(A) Administering a standard multiple-choice baseline knowledge test
(B) Recalling specific events of exceptional or poor performance
(C) Auditing the complete financial records of

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theoretical facts.
(B) The short-term retention of complex, procedural job instructions.
(C) The physical and biological maturation of individuals over time.
(D) A relatively permanent change in behavior resulting from experience.

2017
**27.** Which concept is primarily focused on preparing an employee for future roles and responsibilities in the organization?
(A) Development
(B) Training
(C) Education
(D) Counseling

2023
**28.** "Training" is typically characterized by which of the following time orientations?
(A) Long-term future career orientation
(B) Short-term present job orientation
(C) Post-performance appraisal orientation
(D) Continuous lifetime learning orientation

2016
**29.** Which of the following is a primary characteristic of "education" as opposed to "training"?
(A) It is highly specific to a single, localized work task.
(B) It involves acquiring general knowledge and theoretical concepts.
(C) Its results are immediately visible in specific task outputs.
(D) It is strictly conducted inside private industrial workspaces.

2022
**30.** Which pair INCORRECTLY differentiates training and development?
(A) Training: Long-term duration; Development: Short-term duration
(B) Training: Non-managerial personnel; Development: Managerial personnel
(C) Training: Specific job-related; Development: General career-related
(D) Training: Reactive or present-focused; Development: Proactive or future-focused

2002
**31.** Arrange the following conceptual domains in order from narrowest to broadest in scope:
I. Education
II. Learning
III. Training
(A) III, I, II
(B) I, II, III
(C) II, I, III
(D) III, II, I

2016
**32.** What is the ultimate goal of the "learning" process in an organizational setting?
(A) Issuing a formal certificate of training completion
(B) Satisfying external regulatory compliance requirements
(C) Expanding the HR department's administrative authority
(D) Enhancing overall individual and organizational performance

2010
**33.** The process of imparting specific skills to an extension agent to operate a newly introduced soil testing kit is an example of:
(A) Organizational Development
(B) Education
(C) Training
(D) Mentoring

2002
**34.** Which concept implies an internal, unobservable mental process that leads to behavioral change?
(A) Lecturing
(B) Learning
(C) Evaluating
(D) Structuring

2017
**35.** Development programs for agricultural scientists most frequently focus on:
(A) Basic literacy and foundational language skills
(B) Routine clerical and administrative office tasks
(C) Procedural data entry and document photocopying
(D) Advanced leadership and strategic thinking capacity

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2025
**36.** Which of the following statements best synthesizes the relationship between learning, training, and education?
(A) Training and education are formal methodologies designed to facilitate learning.
(B) They are mutually exclusive processes that share no common operational goals.
(C) Learning only occurs formally through education, never through practical training.
(D) Training always guarantees education, while

officers.
**Reason (R) :** Agricultural technologies and rural development paradigms remain largely static over time.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008
**76.** In-service training refers to:
(A) Training provided before a person is officially hired
(B) Ongoing training during employment to update skills
(C) Training designed solely for executive leadership
(D) Voluntary hobby classes conducted outside of work hours

2025
**77.** The primary objective of Foundation Training is to:
(A) Briefly introduce the general physical layout of the main office
(B) Provide foundational grounding in core principles for new entrants
(C) Teach advanced, specialized technical topics to senior staff
(D) Address immediate, crisis-driven performance failures of teams

2012
**78.** Which training type is most appropriate when a new, complex software system is implemented across the entire extension department?
(A) In-service Training
(B) Pre-service Training
(C) Orientation Training
(D) Foundation Training

2010
**79.** Identify the correct pair:
(A) Pre-service Training : Provided immediately after retirement
(B) Refresher Training : Basic degree in agriculture
(C) Orientation Training : Socialization of new employees
(D) Foundation Training : A one-hour motivational speech

2015
**80.** Select the correct sequence of typical training types an agricultural extension professional might undergo in their career:
(A) Foundation → Pre-service → Orientation → Refresher
(B) Pre-service → Orientation → Foundation → Refresher
(C) Orientation → Foundation → Refresher → Pre-service
(D) Pre-service → Refresher → Orientation → Foundation

2012
**81.** "On-the-job" training (OJT) is most closely associated with which broader category?
(A) Pre-service Training
(B) Formal Degree Education
(C) In-service Training
(D) Off-site Retreats

2022
**82.** Which of the following is an example of off-the-job training?
(A) Formal workplace apprenticeship
(B) Lectures at a centralized institute
(C) Planned lateral job rotation schemes
(D) Understudy assignments on the job

2008
**83.** The primary advantage of off-the-job training compared to on-the-job training is:
(A) Matching the actual day-to-day work environment
(B) Eliminating the need for any formal instructors
(C) Offering a significantly cheaper organizational setup
(D) Providing a distraction-free learning environment

2023
**84.** "Cross-training" refers to:
(A) Training employees to perform tasks of other team members
(B) Training employees in different physical geographic sites
(C) Training programs focused exclusively on physical fitness
(D) Integrating strict discipline into technical education plans

2003
**85.** The training process is typically conceptualized as a cycle. What is the generally accepted first phase?

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I. Transitional Model
II. ISD (ADDIE) Model
(A) II, I
(B) I, II
(C) They are identical in focus.
(D) Cannot be ordered.

2019
**106.** Which statement best describes a core characteristic of the ISD model?
(A) It ignores all specific traits of the target audience.
(B) It relies entirely on summative evaluation measures.
(C) It operates as an unstructured, highly flexible method.
(D) It requires measurable objectives before development.

2021
**107.** A critique of the strict ISD model is that it:
(A) Is too rigid and slow in dynamic environments
(B) Fails to involve any form of evaluation metrics
(C) Applies solely to manual and physical labor tasks
(D) Fails to use clear behavioral objective statements.

2009
**108.** The System Model differs from traditional ad-hoc training approaches primarily because:
(A) It utilizes a single instructional delivery method for all programs
(B) It considers environmental and subsystem impacts on training
(C) It eliminates the administrative need for professional instructors
(D) It actively prevents trainees from offering constructive feedback.

2013
**109.** When designing a training curriculum, formulation of objectives must follow the SMART criteria. 'M' stands for:
(A) Meaningful
(B) Measurable
(C) Motivational
(D) Manageable

2017
**110.** Bloom's Taxonomy divides educational objectives into three domains. Which is NOT one of them?
(A) Socio-economic
(B) Cognitive
(C) Affective
(D) Psychomotor

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2011
**111.** The Cognitive domain of Bloom's Taxonomy deals primarily with:
(A) Manual, physical, and psychomotor coordination skills
(B) Emotional states, personal attitudes, and core values
(C) Intellectual skills, knowledge, and thinking processes
(D) Interpersonal relationships and teamwork communication

2008
**112.** According to the original Bloom's Taxonomy (Cognitive Domain), what is the highest level of cognitive skill?
(A) Knowledge
(B) Comprehension
(C) Application
(D) Evaluation

2024
**113.** In the revised Bloom's Taxonomy, the highest cognitive level was updated to:
(A) Remembering
(B) Analyzing
(C) Evaluating
(D) Creating

2008
**114.** A training objective states: "The extension worker will be able to demonstrate the correct use of the soil testing kit." This objective primarily targets which domain?
(A) Cognitive
(B) Psychomotor
(C) Affective
(D) Spiritual

2010
**115.** Consider the following combinations of verbs from Bloom's cognitive domain:
I. Define, List, Memorize
II. Use, Demonstrate, Calculate
III. Judge, Evaluate, Defend
IV. Outline, Recognize, Recall
Which of the above combinations is/are suitable for the 'Application' level?
(A) I and II
(B) II only
(C) III and IV
(D) I and IV

(C) II and III
(D) I, II and III

2006
**96.** Which activity is NOT typically a part of post-training follow-up?
(A) Supervisor observation of the trainee on the job
(B) Follow-up surveys three months later
(C) Refresher emails or coaching sessions
(D) Drafting the initial curriculum objectives

2003
**97.** In the "System Model of Training," training is viewed as:
(A) An isolated learning event independent of organizations
(B) A purely theoretical classroom academic exercise
(C) An interconnected process of inputs and outputs
(D) A strict linear path without any feedback loops

2018
**98.** Which component acts as the 'feedback loop' in the System Model of Training?
(A) Input (Trainees)
(B) Evaluation
(C) Process (Delivery)
(D) Output (Trained Employees)

2016
**99.** The Instructional System Development (ISD) model is highly regarded because it is:
(A) A highly haphazard, intuitive, and unstructured method
(B) Focused only on theoretical education rather than real skills
(C) Based entirely on personal trainer choices
(D) Systematic, step-by-step, and reliant on ongoing evaluation

2017
**100.** The popular ADDIE framework is a core representation of which training model?
(A) Instructional System Development Model
(B) Transitional Training Framework Model
(C) Systematic Training Evaluation Model
(D) Traditional Practical Apprenticeship Model

2014
**101.** What do the letters in the ADDIE model stand for?
(A) Assess, Direct, Deliver, Implement, Evaluate
(B) Arrange, Draft, Demonstrate, Instruct, Examine
(C) Analyze, Design, Develop, Implement, Evaluate
(D) Align, Design, Develop, Integrate, Extend

2017
**102.** Match the ADDIE phases in List I with their core activities in List II:
**List I :** ADDIE Phases
P. Analyze
Q. Design
R. Develop
S. Evaluate
**List II :** Core Activities
1. Creating the actual training materials and media
2. Formulating learning objectives and instructional strategies
3. Identifying the performance gap and audience characteristics
4. Measuring the effectiveness of the training
(A) P-3, Q-2, R-1, S-4
(B) P-2, Q-3, R-1, S-4
(C) P-3, Q-1, R-2, S-4
(D) P-1, Q-2, R-4, S-3

2001
**103.** The Transitional Model of training emphasizes:
(A) Shifting culture through strict, centralized disciplinary rules
(B) Transitioning redundant employees out of the company via outplacement
(C) Moving instructional delivery from physical classrooms to online systems
(D) Integrating training with broader organizational strategic objectives

2004
**104.** In the context of the Transitional Model, training is seen as a strategic tool rather than a tactical one. This means training primarily aims to:
(A) Resolve minor daily errors and short-term workflow issues
(B) Support long-term corporate transformation and development
(C) Fulfill basic legal and administrative compliance mandates
(D) Spend remaining departmental training budget surpluses

2012
**105.** Arrange the following models in order of their typical emphasis from micro-level instructional focus to macro-level organizational strategic focus:

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the target department
(D) Conducting a formal, intensive time-and-motion workflow study

2007
**67.** Which method relies on examining organizational records such as turnover rates, accident reports, and productivity metrics to infer training needs?
(A) Personal Interviewing
(B) Advisory Committees
(C) Direct Work Sampling
(D) Organizational Record Analysis

2001
**68.** Consider the following statements regarding TNA methods:
I. Questionnaires are highly effective for uncovering deeply held emotional grievances.
II. Interviews allow the assessor to probe and clarify ambiguous answers.
III. Observation can alter the behavior of the employee being observed (Hawthorne effect).
IV. Focus groups leverage group dynamics to generate ideas about training needs.
V. Work sampling provides a continuous, 24-hour record of employee activity.
Which of the above statements are correct?
(A) II, III and IV
(B) I, II and V
(C) III, IV and V
(D) I, III and IV

2018
**69.** A "Skill Matrix" or "Competency Matrix" is frequently used during TNA to:
(A) Map the overall organizational hierarchy and structure
(B) Calculate the return on investment of past training events
(C) Compare employee capabilities against job competencies
(D) Allocate the regional departmental travel and lodging budget

2018
**70.** When conducting a TNA for rural farmers regarding a new pesticide, which method is generally the most effective and culturally appropriate?
(A) Using informal participatory rural appraisal techniques
(B) Distributing online email surveys to local community leaders
(C) Administering written standardized academic examinations
(D) Examining their formal individual municipal tax records

2024
**71.** The Delphi Technique, occasionally used for forecasting training needs, is characterized by:
(A) Face-to-face debates and interactive group discussions
(B) Random sampling of factory assembly line workers and staff
(C) A single unstructured brainstorming session among team leaders
(D) Iterative rounds of anonymous surveys to reach expert consensus

2007
**72.** A disadvantage of relying solely on supervisors' reports to determine an employee's training needs is:
(A) Supervisors lack knowledge of job requirements.
(B) It can be influenced by personal supervisor bias.
(C) The data is too expensive and complex to collect.
(D) The information takes several years to compile.

2010
**73.** Which type of training is provided to newly appointed extension personnel to familiarize them with the organization's policies, culture, and their specific role?
(A) Refresher Training Program
(B) Pre-service Training Course
(C) Orientation/Induction Training
(D) Remedial Training Workshop

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2024
**74.** Pre-service training is typically best described as:
(A) Short-term workshops organized specifically for retiring employees
(B) Training provided specifically when employees receive a promotion
(C) Briefing sessions focused on newly introduced office software
(D) Professional preparation prior to entering a specific career

2015
**75.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Refresher training is periodically necessary for long-serving agricultural extension

2019

**116.** The Affective domain in Bloom's Taxonomy is most relevant when a training program aims to change:
(A) Empathetic communication attitudes toward marginalized farmers
(B) The operational processing speed of digital database entry
(C) The cognitive ability to recall institutional history facts
(D) The physical stamina and endurance of rural field workers

2011

**117.** Which of the following is a key principle of curriculum design?
(A) Starting with complex abstract theories and ending with basic facts
(B) Completely ignoring the trainees' prior baseline professional knowledge
(C) Sequencing content from simple to complex, and known to unknown
(D) Utilizing a single teaching delivery method throughout the program

2010

**118.** A well-formulated behavioral objective should clearly specify three elements: the behavior, the conditions under which it will occur, and:
(A) The standard of acceptable performance
(B) The instructor or trainer's full name
(C) The total financial budget required
(D) The historical background of the topic

2006

**119.** If a training objective aims for trainees to "break down a complex agricultural policy into its component parts to understand its structure," which cognitive level is targeted?
(A) Remembering
(B) Applying
(C) Creating
(D) Analyzing

2023

**120.** Designing a curriculum modularly (in independent blocks) offers the advantage of:
(A) Making the training highly rigid and difficult to alter
(B) Allowing flexibility to adapt or update specific modules without redesigning the whole program
(C) Confusing the trainees with disconnected and random facts
(D) Unnecessarily increasing the total required training time

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2009

**121.** Training strategies provide a broad framework for the instructional approach. The "Academic strategy" relies heavily on:
(A) Interactive experiential learning activities and group games
(B) Sensitivity training exercises and emotional exploration
(C) Formal transmission of knowledge via lectures and reading
(D) Hands-on practical physical training at active work sites

2013

**122.** Which situation is most appropriate for utilizing an Academic training strategy?
(A) Teaching groups how to resolve deep interpersonal conflicts
(B) Training a technical mechanic to repair a tractor engine
(C) Building mutual team trust within a newly formed department
(D) Disseminating factual scientific data to a large audience

2021

**123.** The "Laboratory strategy" in training (e.g., T-groups) is primarily focused on:
(A) Enhancing self-awareness and interpersonal dynamics
(B) Memorizing complex scientific and chemical formulas
(C) Testing physical soil samples in agricultural labs
(D) Learning programming languages in computer lab rooms

2001

**124.** Activity-based training strategies are rooted in the philosophy that:
(A) Trainees should remain passive information recipients
(B) Learning by doing is superior for skill retention
(C) Theoretical knowledge is sufficient for physical tasks
(D) Program evaluation is completely unnecessary for skills

2010

**125.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The academic strategy is highly effective for altering deep-seated attitudes and building teamwork.

groups quickly
(C) Provides extensive practical, hands-on experience and skills
(D) Is completely centered around the trainee's personal speed

2001
**147.** Which method requires trainees to analyze a detailed, real or hypothetical situation to identify problems and propose solutions?
(A) Brainstorming
(B) Lecture
(C) Programmed Instruction
(D) Case Study

2002
**148.** The Case Study method is highly effective for developing which cognitive skills?
(A) Analytical, problem-solving, and decision skills
(B) Rote memorization and simple information recall
(C) Physical dexterity and motor reflex development
(D) Speed reading and scanning of academic documents

2021
**149.** "Role Play" is a participatory training method primarily designed to:
(A) Teach the foundational history and structures of organizations
(B) Deliver large quantities of statistical and scientific data
(C) Practice interpersonal skills and diverse perspectives safely
(D) Evaluate the physical strength and endurance of field workers

2016
**150.** Which of the following describes a "Simulation" training method?
(A) Artificially replicating actual work conditions for safe practice
(B) Requiring trainees to read abstract theoretical textbook chapters
(C) Arranging trainees in a circle to discuss childhood experiences
(D) Delivering lectures while trainees remain completely passive

2006
**151.** T-group (Sensitivity Training) focuses primarily on:
(A) Improving administrative and computer literacy skills
(B) Teaching formal technical processes and project management
(C) Understanding organizational compliance and safety protocols
(D) Developing self-awareness and interpersonal sensitivity in groups

2019
**152.** Match the training methods in List I with their primary characteristics in List II:
**List I :** Training Method
P. Lecture
Q. Role Play
R. Case Study
S. Simulation
**List II :** Primary Characteristic
1. Acting out a specific interpersonal scenario
2. Replicating real-life operating conditions safely
3. One-way verbal presentation of facts
4. Analyzing a written scenario to solve problems
(A) P-3, Q-1, R-4, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-1, Q-2, R-3, S-4
(D) P-3, Q-4, R-1, S-2

2002
**153.** A critical success factor for the Case Study method is:
(A) Restricting the case to a single predetermined correct solution
(B) Active participation and discussion among the trainees
(C) Having the instructor lecture on the case history without discussion
(D) Relying on highly standardized, multiple-choice responses

2003
**154.** Which of the following methods is LEAST appropriate for teaching rural farmers a new method of grafting fruit trees?
(A) Method Demonstration
(B) Lecture
(C) Field Practice
(D) Simulation

2012
**155.** A potential drawback of the Role Play method is:
(A) Trainees may feel self-conscious, embarrassed, or fail to take the scenario seriously.
(B) It requires a long time to prepare technical written cases and research background data.

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2009

**136.** OD interventions are typically characterized by being:
(A) Short-term, ad-hoc, and highly localized quick fixes
(B) Planned and managed from the organizational top
(C) Unplanned reactions to immediate operational crises
(D) Solely focused on improving physical infrastructure

2018

**137.** Which concept is a core pillar of Organizational Development strategy?
(A) Autocratic and centralized leadership styles
(B) Rigid adherence to outdated operational policies
(C) Change management and culture transformation
(D) Individual competition over collaborative teamwork

2008

**138.** Consider the following techniques:
I. Team Building
II. Survey Feedback
III. Rote memorization of manuals
IV. Process Consultation
V. Quality Circles
Which of the above techniques are commonly associated with an Organizational Development (OD) strategy?
(A) I, II, IV and V
(B) I, III, IV and V
(C) II, III and IV
(D) I, II and III

2012

**139.** Personal development programs often utilize which of the following tools?
(A) Psychometric testing and personal coaching
(B) Ergonomic redesign of office workstations
(C) Mass corporate layoffs of redundant staff
(D) Budget auditing of departmental finances

2011

**140.** A key difference between personal development and traditional training is that personal development is:
(A) Highly task-specific in day-to-day work
(B) Self-directed and broader for long-term growth
(C) Only applicable to physical and manual laborers
(D) Always completed within a single training day

2009

**141.** Kurt Lewin's Change Model, highly influential in OD strategy, consists of three stages. What are they?
(A) Assess, Plan, Execute
(B) Unfreeze, Change, Refreeze
(C) Stop, Look, Listen
(D) Analyze, Synthesize, Evaluate

2013

**142.** If an extension agency undergoes a complete restructuring to become more decentralized and participatory, it is implementing:
(A) An Organizational Development strategy
(B) A traditional academic curriculum
(C) An on-the-job training program
(D) An employee induction course

2021

**143.** Which of the following is a "Techno-structural" OD intervention?
(A) Sensitivity training
(B) Intergroup conflict resolution
(C) Job enrichment and redesign
(D) Executive coaching

2011

**144.** In the context of OD, "Process Consultation" focuses on:
(A) Providing direct technical and operational solutions to business problems
(B) Writing the formal organizational code of conduct and ethics policy
(C) Terminating underperforming staff and managing restructuring plans
(D) Helping clients understand and act upon interpersonal and group dynamics

2009

**145.** The Lecture method is classified as a:
(A) Participatory method
(B) Laboratory method
(C) Cognitive method
(D) Experiential method

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2004

**146.** A major advantage of the Lecture method is that it:
(A) Guarantees high rates of long-term individual behavior change
(B) Covers a large amount of content for large

layout
(D) Their baseline literacy levels and formal educational backgrounds

2018
**165.** Which of the following sequences represents the correct order of training methods from least participatory (most passive) to most participatory (most active)?
I. Role Play
II. Lecture
III. Group Discussion
(A) I, II, III
(B) II, III, I
(C) III, II, I
(D) II, I, III

2013
**166.** E-learning and web-based training modules are best selected when:
(A) Trainees require hands-on physical guidance for complex machinery operation
(B) The primary objective is to build team cohesion through interpersonal interaction
(C) The audience is highly dispersed geographically and learning is cognitive and factual
(D) The training relies entirely on real-time peer-to-peer physical collaboration

2001
**167.** Identify the INCORRECT criterion for selecting a training method:
(A) Ensuring strict alignment of training activities with established core learning objectives
(B) Maintaining high cost-effectiveness while working within the allocated project budget
(C) Selecting methods based on their appropriateness for the target audience's skill level
(D) Prioritizing the visual complexity of delivery technology over target learning outcomes

2012
**168.** To teach complex motor skills (like operating a combine harvester), which sequence of methods is logically best?
(A) Theoretical lecture, practical demonstration, and supervised on-the-job simulation
(B) Role play simulation, collaborative case study analysis, and structured group review
(C) Interactive brainstorming, policy review, and written examinations
(D) Case study analysis, structured group discussion, and self-assessment surveys

2007
**169.** "Capacity Development" in agricultural organizations is best defined as:
(A) Expanding physical infrastructure and purchasing agricultural machinery
(B) The process of strengthening capabilities to set and achieve development objectives over time
(C) Increasing short-term financial subsidies direct to farming communities
(D) Outsourcing operational management to international consultancy firms

2010
**170.** Capacity development goes beyond traditional "training" because it:
(A) Exclusively focuses on the transfer of technical knowledge and individual cognitive skills
(B) Emphasizes systemic changes, organizational strengthening, and creating enabling environments
(C) Is designed to be significantly shorter in duration and less resource-intensive than training
(D) Focuses exclusively on the procurement of financial capital and commercial resources

2018
**171.** A foundational principle of effective capacity development is that it must be:
(A) Endogenous, driven from within, and fully owned by local stakeholders
(B) Externally designed, managed, and strictly imposed by international funding donors
(C) Structured as a short-term, rapid intervention to meet immediate project outputs
(D) Standardized to match global institutional templates without local customization

2025
**172.** Capacity development is often described as a "holistic" approach. This means it addresses:
(A) Only the technical skills and performance of the individual extension worker
(B) Only the administrative capabilities and leadership of the top-level management
(C) Interconnected levels: individual, organizational, and systemic frameworks
(D) Only the physical infrastructure and technological hardware of the organization

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(C) It focuses primarily on cognitive knowledge acquisition rather than behavioral practice.
(D) It is difficult to scale to very large groups due to facilitation constraints.

2019
**156.** Brainstorming is a participatory method governed by which fundamental rule?
(A) Subjecting each idea to immediate critical analysis and cost estimation
(B) Restricting contribution to designated subject matter experts
(C) Encouraging a high quantity of ideas while deferring evaluation and judgment
(D) Permitting only ideas that have been previously tested in other systems

2011
**157.** Which factor should be considered FIRST when selecting a training method?
(A) The preferred teaching style and personal comfort of the main instructor
(B) The availability of highly advanced and expensive instructional technology
(C) The total seating capacity and layout design of the training room
(D) The specific learning objectives to be achieved (knowledge, skill, or attitude)

2022
**158.** If the learning objective is to change deep-seated attitudes towards gender roles in agriculture, which method is most appropriate?
(A) Distributing a technical written policy manual
(B) Delivering a structured, one-way lecture with visual presentations
(C) Utilizing participatory methods such as role play or sensitivity training
(D) Administering a baseline written knowledge test to participants

2024
**159.** The selection of a training method is significantly constrained by practical factors, most notably:
(A) The geographical coordinates of the organizational headquarters
(B) Budgetary limits, time constraints, and available resources
(C) The individual preferences of external non-participating stakeholders
(D) The administrative hierarchy of the human resources department

2005
**160.** A large group of 200 extension agents needs to quickly understand a new government subsidy scheme. The most appropriate method is:
(A) Role play
(B) Sensitivity training
(C) In-basket exercise
(D) Lecture / Symposium

2004
**161.** When the target audience consists of highly experienced senior scientists, the trainer should select methods that:
(A) Promote peer learning through seminars, panels, and case discussions
(B) Rely on strictly didactic, one-way lecturing and formal presentations
(C) Focus primarily on basic, rote memorization of standard terminology
(D) Rely heavily on structured, repetitive skill-building drills

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2021
**162.** Which method provides the highest degree of psychological fidelity (realism) for training emergency crisis management?
(A) Reviewing historical case studies of past crisis events individually
(B) Listening to an academic lecture on the theoretical stages of crisis management
(C) Participating in immersive simulations or high-fidelity role play
(D) Examining flowcharts of emergency communication protocols

2008
**163.** The "Cone of Experience" (Edgar Dale) suggests that learners retain the most information when they:
(A) Participate actively in the actual or simulated task
(B) Passively read printed literature describing the task
(C) Listen attentively to a formal lecture about the task
(D) Look at static diagrams and photographs of the task

2018
**164.** Which of the following trainee characteristics strongly influences the choice of training method?
(A) Their personal demographic representation in local community clubs
(B) Their daily commuting distance to the training location
(C) Their preferences regarding office workspace

**Reason (R) :** It relies on one-way communication methods like lectures which efficiently cover large amounts of content.

(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2019

**126.** A prominent example of an "Activity strategy" method is:
(A) Practical field demonstrations
(B) Structured academic symposia
(C) Facilitated panel discussions
(D) Reading detailed user manuals

2012

**127.** Which training strategy carries the highest risk of causing emotional distress among participants if not facilitated by a highly skilled expert?
(A) Structured academic strategy
(B) Distance e-learning strategy
(C) Laboratory sensitivity strategy
(D) Programmed instructional strategy

2024

**128.** In the context of the Laboratory Strategy, feedback is typically:
(A) Delayed until the formal end of the year
(B) Actively avoided to prevent group conflict
(C) Strictly quantitative and objective in nature
(D) Immediate and focused on present behaviors

2016

**129.** The main limitation of the Academic strategy is:
(A) Inability to handle large numbers of trainees
(B) Being extremely expensive compared to other plans
(C) Failing to translate theory into practical skills
(D) Requiring highly advanced technological hardware

2025

**130.** Extension training program requires agents to practice communicating with aggressive farmers. The trainer uses role-play. This falls under which strategy?
(A) Academic style
(B) Experiential
(C) Systemic path
(D) Historical mode

2016

**131.** Which strategy focuses heavily on the structural and emotional isolation of a small group to study their interactions?
(A) Academic strategy
(B) Distance learning strategy
(C) Didactic strategy
(D) Laboratory strategy

2010

**132.** Action Learning, where a group works on real organizational problems while learning, bridges which two strategies most effectively?
(A) Activity and development
(B) Academic and laboratory
(C) Academic and e-learning
(D) Historical and didactic

2009

**133.** The "Personal development strategy" in training emphasizes:
(A) Maximizing organizational profit at the cost of worker safety
(B) Restructuring the organizational hierarchy and lines of command
(C) Holistic growth of individual soft skills and career potential
(D) Enforcing strict dress codes and uniform policies at work sites

2019

**134.** Which of the following is an expected outcome of a successful personal development strategy?
(A) Enhanced employee self-efficacy and job satisfaction
(B) Increased centralization of organizational decision power
(C) Decreased organizational structural flexibility and design
(D) Higher operational dependency on external business partners

2003

**135.** Organizational Development (OD) strategy primarily aims to:
(A) Train a single individual employee on newly updated software
(B) Punish poorly performing department teams with salary cuts
(C) Reduce the organization's legal liabilities and risk exposures
(D) Enhance overall effectiveness and health of the organization

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2006

**173.** Which of the following is NOT a core principle of capacity development?
(A) Continuous learning and adaptation
(B) Integration of capacity building into broader organizational goals
(C) Respect for indigenous knowledge and existing capacities
(D) Imposition of blueprint solutions from external contexts

2024

**174.** The shift from "Capacity Building" to "Capacity Development" in international discourse emphasizes:
(A) Initiating development from scratch under the assumption that baseline capacity is zero
(B) Placing a much heavier reliance on physical construction and technological infrastructure
(C) Recognizing and building upon the foundation of existing, inherent local capacities
(D) Restricting capacity efforts entirely to high-level policy reforms

2006

**175.** In the context of agricultural organizations, capacity development is essential for:
(A) Encouraging institutional reliance on short-term external project funding
(B) Enhancing climate resilience and market adaptability of local farming systems
(C) Standardizing all administrative tasks to reduce the need for specialized personnel
(D) Enforcing strict vertical management command hierarchies within departments

2018

**176.** Which of the following is a barrier to effective capacity development?
(A) Securing highly supportive, visionary, and proactive organizational leadership
(B) Allocating highly adequate financial, physical, and technological resources
(C) Implementing inclusive, participatory planning processes with local stakeholders
(D) Experiencing high rates of staff turnover and intellectual brain drain

2014

**177.** Capacity development requires a long-term perspective primarily because:
(A) Systemic and behavioral changes take significant time to embed and sustain.
(B) Multi-lateral funding agencies mandate multi-year implementation cycles.
(C) Organizational structures require continuous reassessment by external auditors.
(D) Short-term interventions are easier to design but harder to evaluate immediately.

2005

**178.** Consider the following statements regarding capacity development:
I. It is an ongoing, dynamic process.
II. It is synonymous with simple technical training.
III. It requires multi-stakeholder participation.
Which of the above statements is/are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2021

**179.** The concept of "ownership" in capacity development means:
(A) Local stakeholders lead the development process and commit to its success
(B) External development agencies retain legal property rights over physical assets
(C) The coordinating organization exercises complete authority over partner agencies
(D) Funding donors maintain full oversight and strategic control of operational budgets

2017

**180.** A well-designed capacity development program should start with:
(A) Procuring new technological hardware and software tools
(B) Formulating the final program evaluation and reporting matrices
(C) Recalling all field personnel to headquarter offices for classroom lectures
(D) Conducting a comprehensive capacity assessment to establish a baseline

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2013

**181.** The United Nations Development Programme (UNDP) defines capacity development as a process occurring across how many distinct levels?
(A) One
(B) Two
(C) Three
(D) Five

resolves all systemic structural barriers
(D) They are mutually reinforcing; trained individuals require functional organizations to succeed

2001
**200.** A campaign to alter cultural perceptions regarding women's land ownership rights in agriculture is an intervention at the:
(A) Enabling Environment Level
(B) Individual Competency Level
(C) Organizational Systems Level
(D) Operational Micro-task Level

2005
**201.** Which level of capacity development is usually the hardest to change and takes the longest time?
(A) Individual Knowledge Level
(B) Enabling Environment Level
(C) Individual Skills Level
(D) Organizational Structure Level

2018
**202.** Identifying "bottle-necks" during capacity assessment often reveals that:
(A) Performance deficits are isolated exclusively to individual technical skills
(B) Macro level systemic issues directly paralyze organizational and individual capacities
(C) Organizational-level procedural barriers are easily resolved through brief workshops
(D) Upgrading physical infrastructure automatically corrects systemic policy failures

2018
**203.** "Retaining" capacity at the organizational level heavily depends on:
(A) Knowledge management systems and competitive retention strategies like clear career paths
(B) Standardizing task protocols to minimize the value of experienced personnel
(C) Relying primarily on external consultancies to manage institutional memory
(D) Enforcing strict administrative limits on internal promotions and lateral mobility

2021
**204.** If an individual receives excellent technical training but returns to a department with no equipment, no operational budget, and unsupportive leadership, the primary failure is at the:
(A) Individual level
(B) Training design level
(C) Organizational level
(D) Instructor level

2018
**205.** Match the concept in Manpower Planning in List I with its definition in List II:
**List I :** Concept in Manpower Planning
P. Manpower Demand Forecasting
Q. Manpower Supply Forecasting
R. Markov Analysis
S. Skills Inventory
**List II :** Definition
1. Estimating the future availability of personnel from internal and external sources
2. Estimating the number and types of employees needed in the future
3. A database of current employees' skills, education, and experiences
4. A mathematical technique tracking the probability of employees moving between jobs
(A) P-1, Q-2, R-3, S-4
(B) P-4, Q-3, R-2, S-1
(C) P-2, Q-4, R-1, S-3
(D) P-2, Q-1, R-4, S-3

2012
**206.** Manpower planning (or HR planning) is the process of ensuring that an organization has:
(A) The maximum volume of personnel regardless of task requirements
(B) The least expensive workforce available in the labor market
(C) The right people with the right skills in the right places at the right time
(D) A persistent surplus of staff to handle unexpected workload surges

2011
**207.** Which of the following is a quantitative technique used for human resource demand forecasting?
(A) Delphi Consensus Technique
(B) Ratio-Trend Analysis
(C) Nominal Group Technique
(D) Subjective Managerial Judgment

2012
**208.** Which of the following describes the Delphi technique?
(A) Extrapolating historical performance data into future periods
(B) Analyzing the precise time-and-motion steps required for key operations
(C) Modeling the movement of personnel through internal career pathways

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contexts
(B) Adaptive management, operational flexibility, and continuous engagement of key stakeholders
(C) Transitioning all administrative control to external monitoring agencies
(D) Focusing exclusively on individual-level training while suspending organizational reform

2006
**192.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The UNDP framework asserts that the enabling environment level is the most critical for sustainable capacity development.
**Reason (R) :** Even highly skilled individuals and strong organizations will fail to perform if constrained by restrictive national policies, bad laws, or a corrupt institutional framework.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is NOT the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2003
**193.** The "Individual Level" of capacity development focuses on:
(A) Core skills, personal experience, knowledge, and motivation of individual people
(B) The overarching national rules, policies, and formal laws governing the entire sector
(C) Inter-departmental organizational structures, workflows, and communication channels
(D) Macroeconomic fiscal policies and national budgetary frameworks

2021
**194.** Which intervention is characteristic of the "Organizational Level" of capacity development?
(A) Sponsoring and sending an individual field extension worker to a formal university master's program
(B) Drafting, debating, and passing a completely new national agricultural reform bill in parliament
(C) Improving internal human resource systems, workflows, and incentives within the extension agency
(D) Formulating national agricultural trade agreements with foreign nations

2010
**195.** The "Enabling Environment" (Systemic level) refers to:
(A) The broader system of policies, laws, and socio-cultural norms shaping organizational function
(B) The ergonomic design and physical spacing of organizational workspaces
(C) The database systems and electronic networks used for internal communications
(D) The personal motivation and educational backgrounds of individual directors

2021
**196.** A failure at the systemic level of capacity often looks like:
(A) A lack of technical training on newly introduced laboratory equipment
(B) Inefficiencies in internal communication channels between supervisors and staff
(C) Temporary delays in updating internal administrative protocols
(D) An agency blocked from implementing programs due to legally restricted national budget funds

2006
**197.** Interventions at the individual level are most commonly delivered through:
(A) National level policy advocacy campaigns and formal legislative reform
(B) Targeted training, personalized coaching, mentoring, and formal education
(C) Large-scale organizational restructuring and standard workflow redesigns
(D) Enacting multi-agency coordination frameworks and legal protocols

2021
**198.** An intervention that involves rewriting the mission statement and standard operating procedures (SOPs) of an extension agency targets which level?
(A) Individual
(B) Enabling Environment
(C) Organizational
(D) Global

2015
**199.** Synergy across the three levels of capacity development implies that:
(A) Improvements at one level occur independently of changes at other levels
(B) Planners must direct resources solely toward high-level policy frameworks
(C) Individual skills training automatically

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2023

**182.** According to the UNDP framework, the capacity development process consists of a cycle. What is typically the first step?
(A) Formulate a capacity development response
(B) Evaluate the capacity development outcomes
(C) Engage stakeholders on capacity development
(D) Implement a comprehensive capacity response

2016

**183.** In the UNDP capacity assessment framework, which of the following is a key core issue assessed in the UNDP capacity development framework?
(A) Private market pricing
(B) Institutional arrangements
(C) Technical hardware standards
(D) Geographic logistics

2006

**184.** The UNDP framework emphasizes that capacity development is not a linear process but rather a:
(A) Cyclical, iterative process of continuous improvement
(B) Fixed, linear progression with rigid milestone dates
(C) Collection of isolated, short-term training activities
(D) Top-down administrative mandate enforced by executive leadership

2007

**185.** Step 2 of the UNDP capacity development process is to "Assess capacity assets and needs." This step is analogous to which concept in traditional training?
(A) Summative and formative evaluation
(B) Training Need Assessment (TNA)
(C) Systematic instructional design
(D) Post-training knowledge examinations

2016

**186.** Which element is highlighted by the UNDP framework as essential for sustaining capacity outcomes?
(A) Short-term financial grants and donor funding
(B) A strong accountability and monitoring framework
(C) Rapid alternation of core organizational management
(D) Exclusive focus on individual task-based incentives

2012

**187.** The UNDP approach strongly advocates for "South-South cooperation." In the context of capacity development, this means:
(A) Developing nations sharing knowledge, skills, and good practices with each other
(B) Restricting cooperation strictly to bilateral agreements with high-income countries
(C) Relocating specialized research facilities to geographically Southern districts
(D) Establishing centralized, region-specific management units within each country

2002

**188.** In the UNDP framework, "Formulating a capacity development response" involves:
(A) Restructuring administrative staff prior to completing capacity assessments
(B) Allocating existing operating budgets exclusively to external advisory bodies
(C) Defining indicators of success and selecting appropriate targeted interventions
(D) Focusing only on short-term hardware procurement while delaying strategy

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2018

**189.** According to UNDP, addressing "Accountability" as a core capacity issue involves:
(A) Implementing punitive disciplinary measures for non-compliance with rules
(B) Restricting operational data access to high-level managerial levels only
(C) Centralizing strategic decision-making authority within a single government ministry
(D) Strengthening transparency, public voice, and stakeholder responsiveness mechanisms

2019

**190.** What role does "Leadership" play in the UNDP framework for capacity development?
(A) It is secondary to the procurement of advanced technical equipment.
(B) It is defined strictly as executive authority held by external funding bodies.
(C) It drives change management, inspires shared visions, and navigates complex political contexts.
(D) It operates as a mechanical administrative function to enforce standard rules.

2007

**191.** The implementation phase of the UNDP capacity development process requires:
(A) Rigid, uncompromising adherence to an initial plan regardless of changing external

(D) An expert panel reaching a consensus through anonymous iterative estimates

2012

**209.** If an agricultural extension agency forecasts a deficit in its workforce for the next five years, which strategy is appropriate?
(A) Initiating targeted recruitment and training programs
(B) Implementing a strict, immediate agency-wide hiring freeze
(C) Offering attractive, early retirement packages to senior staff
(D) Executing mass lay-offs and redundancies of current employees

2010

**210.** What does a "Replacement Chart" visually indicate in an organization?
(A) The depreciation and scheduled maintenance of capital equipment
(B) The temporal shift schedules and duty rotations of administrative staff
(C) Potential candidates available to fill key positions if they become vacant
(D) The physical allocation of office workspaces within the facility

2008

**211.** "Work-load analysis" estimates manpower requirements by:
(A) Dividing the total workload by the average output capacity of an individual worker
(B) Evaluating the administrative structures of peer organizations
(C) Monitoring self-reported employee stress levels during peak operations
(D) Utilizing historical budget allocations as the sole determinant of staff size

2004

**212.** Which of the following is an internal source of manpower supply?
(A) Conducting active university campus recruitment drives
(B) Utilizing external private employment placement agencies
(C) Placing job vacancy advertisements in agricultural journals
(D) Executing promotions and transfers from within the agency

2001

**213.** A major factor that influences manpower demand forecasting in agriculture is:
(A) The personal academic affiliations of the regional directors
(B) Rapid technological changes such as digital agriculture and automated systems
(C) The aesthetic design and branding of field vehicle fleets
(D) The physical square footage of administrative regional offices

2024

**214.** "Transition Probability Matrix" is a tool associated with which forecasting method?
(A) Scatter Plot Analysis
(B) Delphi Method
(C) Markov Analysis
(D) Ratio Analysis

2005

**215.** If a manpower plan reveals an impending surplus of staff due to automation, an ethical and standard HR response would be:
(A) Terminating the affected employees immediately without notice
(B) Expanding the workweek hours for all remaining personnel
(C) Continuing current recruitment cycles to offset administrative imbalances
(D) Implementing retraining, redeployment, or voluntary retirement schemes

2024

**216.** Strategic human resource planning is fundamentally linked to:
(A) The overarching strategic objectives and business plans of the organization
(B) The seasonal facility maintenance and utility management schedules
(C) The political cycles and election schedules of regional government bodies
(D) The historical patterns of employee retirement benefits from previous eras

2009

**217.** Role Analysis Technique (RAT) is a process designed to:
(A) Conduct psychometric assessments to evaluate personality types during hiring
(B) Clarify a role's duties and its relationships with other organizational roles
(C) Assess the exact operational cost and payroll allocation of a single job code
(D) Evaluate individual performance levels against annual production targets

2013

**218.** Consider the following statements regarding Udai Pareek's framework of Role Efficacy:

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2022
**278.** Summative Evaluation is primarily concerned with:
(A) Identifying and cataloguing specific training needs before the program starts
(B) Monitoring classroom logistics and daily delivery activities
(C) Assessing overall effectiveness and outcomes of the program after completion
(D) Designing the instructional curriculum and selecting active learning methods

2003
**279.** Baseline evaluation (or baseline study) in a training context is used to:
(A) Verify that participants have fulfilled minimum attendance requirements
(B) Assess the quality and layout of the training materials and facilities
(C) Measure and determine the final financial return on investment of the project
(D) Establish pre-training competency levels to serve as a later comparison point

2008
**280.** Impact Assessment differs from standard summative evaluation because it usually focuses on:
(A) Broad, long-term organizational or community changes caused by the training
(B) Gauging immediate learner satisfaction levels on the final day of training
(C) Checking whether all planned topics were delivered within the schedule
(D) Measuring immediate post-test knowledge scores of participants

2006
**281.** Extension program trains farmers in integrated pest management (IPM). Evaluating the reduction in regional pesticide usage two years later is an example of:
(A) Formative evaluation
(B) Impact assessment
(C) Needs assessment
(D) Process evaluation

2010
**282.** "Process Evaluation" focuses on assessing:
(A) The financial savings generated by the training activities
(B) How the training was planned, implemented, delivered, and managed
(C) The post-training behavior change of individual participants
(D) The initial skill deficits identified prior to training design

2019
**283.** Conducting a mid-term review of a 6-month foundation training course to adjust the curriculum based on trainee struggles is an example of:
(A) Formative Evaluation
(B) Summative Evaluation
(C) Ex-post Impact Assessment
(D) Cost-Benefit Analysis

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2014
**284.** Which type of evaluation is most critical for justifying the continuation of funding for an extension training program to government policymakers?
(A) Continuous Formative Evaluation
(B) Pre-program Needs Assessment
(C) Impact/Summative Evaluation
(D) Operations Process Evaluation

2007
**285.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Formative evaluation is generally more useful for the training instructional designer than for external funding agencies.
**Reason (R) :** It provides ongoing feedback that allows for immediate correction and improvement of the training materials and delivery.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is NOT the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008
**286.** A pre-test/post-test evaluation design primarily measures:
(A) Overall levels of learner satisfaction
(B) Projected corporate Return on Investment
(C) Knowledge acquisition from the training
(D) Long-term macro level societal impact

2009
**287.** Evaluating whether the training venue was comfortable and the food was adequate falls under:
(A) Results Evaluation
(B) Reaction Evaluation
(C) Behavior Evaluation
(D) Learning Evaluation

(B) Maintaining strict functional boundaries between different job levels
(C) Associating job promotion purely with tenure and historical service
(D) Consolidating all specialized roles into generalist administrative profiles

2003
**228.** Role Analysis is particularly beneficial in agricultural extension because:
(A) Extension tasks are highly standardized and require minimal adaptability
(B) Extension positions operate independently of other public agencies
(C) It establishes rigid protocols to minimize contact with regional clients
(D) Extension roles span boundaries and deal with multiple stakeholder expectations

2017
**229.** "Job Design" is the process of:
(A) Organizing the physical architectural layout of workplace facilities
(B) Structuring work, tasks, responsibilities, and specific job methods
(C) Determining the compensation bands and salary grades for employees
(D) Developing visual marketing materials for external communication

2014
**230.** Which job design technique involves adding more tasks of the same level of difficulty to a job to reduce boredom?
(A) Job Enrichment
(B) Job Rotation
(C) Job Enlargement
(D) Job Simplification

2014
**231.** Job Enlargement is often referred to as:
(A) Vertical loading
(B) Labor downsizing
(C) External outsourcing
(D) Horizontal loading

2018
**232.** Job Enrichment, based heavily on Herzberg's Two-Factor Theory, involves:
(A) Adding greater autonomy, responsibility, and decision-making power to the job
(B) Increasing the frequency of direct financial bonuses and salary increments
(C) Reducing the overall variety of tasks to build specialization
(D) Transferring the employee horizontally across different field units

2015
**233.** Job Enrichment is characterized by:
(A) Horizontal loading
(B) Vertical loading
(C) Task simplification
(D) Micro-management

2017
**234.** Moving an extension worker from the crop advisory desk to the livestock advisory desk for six months, and then to the rural credit desk, is an example of:
(A) Job Enrichment
(B) Job Rotation
(C) Job Enlargement
(D) Demotion

2003
**235.** Which of the following sequences represents the correct historical order of job design approaches, from earliest (classical management) to modern (motivational)?
I. Job Enrichment
II. Job Simplification (Scientific Management)
III. Job Enlargement
(A) II, III, I
(B) I, II, III
(C) III, II, I
(D) II, I, III

2011
**236.** The primary benefit of Job Rotation is that it:
(A) Increases individual specialization in highly narrow technical operations
(B) Acts as a formal disciplinary corrective measure for underperformance
(C) Reduces monotony, broadens employee skills, and increases overall workforce flexibility
(D) Lowers the organizational requirement for supervisory management

2018
**237.** Hackman and Oldham's Job Characteristics Model identifies five core job dimensions. Which of the following is NOT one of them?
(A) Professional Skill Variety
(B) Defined Task Identity
(C) Individual Autonomy
(D) Financial Remuneration

2017
**238.** In the Job Characteristics Model, "Task Significance" refers to:
(A) The comparative position of the role within

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(A) The organizational system of tracking succession for key leadership roles
(B) The evaluation process used for annual performance and salary adjustments
(C) The personal process of identifying individual career goals and pathways
(D) The administrative tracking of employee retirements and benefit allocations

2013

**259.** A "Career Path" in an organization represents:
(A) The logical sequence of positions through which an employee can progress
(B) The geographical transition of an employee between different regional offices
(C) The historical evolution of job classifications within an industry
(D) The physical layout and movement paths of staff within a workspace facility

2007

**260.** Which career stage is typically characterized by exploring different career options, completing education, and entering the workforce?
(A) Establishment
(B) Maintenance
(C) Decline/Disengagement
(D) Exploration

2021

**261.** The "Mid-career Crisis" often occurs during which stage, when individuals realize they may not achieve all their initial career dreams?
(A) Exploration
(B) Maintenance
(C) Early Establishment
(D) Pre-retirement

2006

**262.** An individual driven by the "Service/Dedication to a Cause" career anchor would be most motivated by:
(A) Reaching the highest level of administrative power within an organization
(B) Initiating a high-risk venture to achieve complete financial independence
(C) Working in extension to improve the livelihoods of impoverished farmers
(D) Minimizing work demands to achieve maximum personal lifestyle flexibility

2019

**263.** "Career Plateauing" occurs when:
(A) An individual employee is rapidly and repeatedly promoted too quickly
(B) An employee decides to change their professional career paths entirely
(C) An employee reaches retirement age and transitions out of the workforce
(D) The likelihood of receiving further upward promotion becomes very low

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2014

**264.** To manage a 'plateaued' but solid-performing employee effectively, HR should:
(A) Offer horizontal moves, job enrichment, or mentoring roles
(B) Initiate administrative dismissal protocols due to a lack of promotion potential
(C) Reassign them to low-level, transactional tasks with reduced compensation
(D) Freeze all professional training opportunities and communication

2001

**265.** Performance Appraisal is defined as:
(A) The systematic financial audit of an organization's annual operating expenditures
(B) Systematically evaluating an employee's performance and future potential
(C) The process of screening, interviewing, and onboarding new staff members
(D) The competitive benchmarking of rival organizations' product market shares

2023

**266.** A primary administrative use of Performance Appraisal is to:
(A) Systematically identify and catalogue future technical training needs
(B) Provide a basis for salary increments, promotions, and terminations
(C) Improve communication and trust between the direct supervisor and subordinate
(D) Actively motivate the employee through constructive, positive feedback loops

2011

**267.** The "360-degree appraisal" method involves collecting performance feedback from:
(A) The employee's supervisor, peers, subordinates, and clients
(B) The employee's immediate, direct department supervisor only
(C) External industry competitors and industry oversight regulators
(D) Senior executives from unrelated organizational departments

2024

**248.** Consider the following statements about counseling and mentoring:

I. Counseling is often problem-focused and reactive.

II. Mentoring is typically future-focused and proactive.

III. Both require active listening skills.

IV. Both are formal disciplinary processes with legal consequences.

V. Confidentiality is crucial in both processes.

Which of the above statements are correct?

(A) I, II, III and V

(B) I, II and IV

(C) II, III, IV and V

(D) I, III, IV and V

2003

**249.** Which counseling approach blends both directive and non-directive techniques depending on the situation?

(A) Deep psychodynamic humanistic counseling

(B) Eclectic/Participative counseling

(C) Cognitive analytical counseling

(D) Task-centered structural coaching

2007

**250.** Extension agents experiencing extreme stress due to family issues, which is affecting their field performance, would benefit most from:

(A) Pre-service Training

(B) Employee Counseling

(C) Mentoring

(D) Job Simplification

2023

**251.** A key phase in the mentoring process where the relationship transitions, and the mentee begins to operate more independently, is known as:

(A) Separation

(B) Initiation

(C) Cultivation

(D) Redefinition

2022

**252.** The effectiveness of workplace counseling is severely undermined if:

(A) The counselor shows empathy.

(B) The employee expresses their feelings openly.

(C) Privacy and confidentiality are breached.

(D) It is initiated voluntarily by the employee.

2008

**253.** Career Development is best viewed as a process that is:

(A) Managed exclusively as an organizational administrative function

(B) Determined solely by the individual employee without company input

(C) Restricted to the initial onboarding phase of employment

(D) Shared between the individual employee and the employing organization

2019

**254.** Edgar Schein's concept of "Career Anchors" refers to:

(A) The physical and geographic constraints limiting employee mobility

(B) The legal and contractual obligations binding an employee to an organization

(C) Self-perceived talents, motives, and values that guide personal career choices

(D) The formal job title and grade level attained within a corporate hierarchy

2014

**255.** According to Schein, an employee whose primary career anchor is "Autonomy/Independence" would most likely prefer:

(A) A highly structured, bureaucratic public sector government job with strict rules

(B) Work that allows them to define their own methods, pace, and schedule

(C) A corporate leadership role focused solely on managing a large team of subordinates

(D) A role that offers clear, highly standardized task checklists and direct supervision

2002

**256.** Which of the following is NOT one of Edgar Schein's eight career anchors?

(A) Technical/Functional Competence

(B) General Managerial Competence

(C) Security/Stability

(D) Physical Stamina

2005

**257.** An extension scientist who refuses a promotion to a high-level administrative management role because they want to continue conducting field research is demonstrating which career anchor?

(A) Technical/Functional Competence

(B) Entrepreneurial Creativity Anchor

(C) Pure Task Difficulty Challenge

(D) Service/Dedication to a Cause

2008

**258.** "Career Planning" differs from "Career Management" in that Career Planning is primarily:

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I. Role Efficacy is the potential effectiveness of an individual occupying a particular role.
II. It includes the dimension of 'Centrality' (feeling the role is important to the organization).
III. 'Role Stagnation' is considered a positive dimension that increases efficacy.
IV. 'Proactivity' is a key dimension where the role occupant takes initiative.

Which of the above statements is/are INCORRECT?
(A) I and II
(B) III only
(C) II and IV
(D) I and IV

2004
**219.** According to Udai Pareek, which dimension refers to the opportunity for a role occupant to use their specific strengths, knowledge, and skills?
(A) Integration
(B) Role Linkage
(C) Superordination
(D) Centrality

2014
**220.** The concept of "Role Making" vs. "Role Taking" in Role Efficacy suggests that:
(A) Performance is optimized when employees passively receive work instructions
(B) There is no correlation between role-making behaviors and job satisfaction
(C) Efficacy is significantly higher when employees can design and innovate within their roles
(D) Roles should be structured rigidly without allowing individual adaptation

2005
**221.** In Role Analysis, a "Focal Role" refers to:
(A) A secondary administrative position that supports main functions
(B) The external oversight role played by a regulatory auditor
(C) A standardized role profile used for entry-level recruitment
(D) The specific role currently being analyzed by the role set members

2014
**222.** Which dimension of Role Efficacy involves the perception that one's role contributes to a larger, meaningful cause (e.g., serving the nation's farmers)?
(A) Helping Relationship
(B) Centrality
(C) Superordination
(D) Influence

2025
**223.** What is the primary outcome of a successful Role Analysis session?
(A) A systematic reduction in the total headcount of the department
(B) Clearer mutual understanding of expectations among role set members
(C) The formal transfer of authority to external management structures
(D) A detailed documentation of historical task durations and motions

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2011
**224.** "Role Ambiguity" occurs when:
(A) An employee is assigned a workload that exceeds available time resources
(B) An employee understands responsibilities but lacks the technical motivation to perform
(C) The organization maintains highly rigid, vertically integrated structural levels
(D) There is a lack of clear information regarding role expectations and authority

2002
**225.** "Role Conflict" is most accurately described as:
(A) Receiving incompatible expectations from different role senders
(B) Disagreeing with peers over the allocation of department funding
(C) Experiencing low work motivation due to repetitive, unchallenging tasks
(D) Balancing standard work requirements with regional corporate policies

2019
**226.** To increase Role Efficacy based on the dimension of 'Influence', an organization should:
(A) Implement closer supervisory monitoring of administrative routines
(B) Limit communication with other departments to minimize conflict
(C) Empower the employee with direct decision-making authority and autonomy
(D) Reduce the employee's operational scope to simple, transactional duties

2016
**227.** The dimension of "Inter-role Linkage" in Role Efficacy highlights the importance of:
(A) Actively collaborating and building synergy between different roles

2009

**268.** The Management by Objectives (MBO) method of appraisal, popularized by Peter Drucker, involves:
(A) The supervisor setting undisclosed operational targets for staff
(B) Rating general personality characteristics like loyalty and initiative
(C) Joint goal-setting and evaluating performance against those specific goals
(D) Forcing department staff into a predetermined performance curve

2003

**269.** BARS stands for:
(A) Basic Administrative Rating System
(B) Behavioral Assessment and Reporting System
(C) Broad Area Response System
(D) Behaviorally Anchored Rating Scales

2025

**270.** The BARS method is considered highly reliable because it:
(A) Grants the evaluator complete subjective discretion without criteria
(B) Limits assessment to simple, open-ended narrative essays
(C) Anchors ratings with specific, observable behavioral examples of performance
(D) Focuses exclusively on assessing long-term potential rather than current behavior

2015

**271.** The "Halo Effect" is a common error in performance appraisal where:
(A) An evaluator rates all subordinates consistently lower than they deserve
(B) A single positive trait overwhelmingly influences ratings on all other dimensions
(C) An evaluator rates all employees precisely in the mathematical middle of the scale
(D) An evaluator rates employees by comparing them to peers rather than standard criteria

2003

**272.** Which appraisal error occurs when a supervisor rates almost all employees as "average" to avoid conflict?
(A) Leniency Rating Error
(B) Strictness Rating Error
(C) Recency Bias Effect
(D) Central Tendency Error

2003

**273.** The "Forced Distribution" method of appraisal (often associated with the "vitality curve" or "rank and yank") requires the manager to:
(A) Distribute employees into fixed performance percentage categories
(B) Write detailed narrative reviews of employee achievements annually
(C) Rate all subordinates at the high end of the scale to boost morale
(D) Restrict appraisal inputs strictly to peer-level feedback mechanisms

2010

**274.** A significant advantage of the MBO method is that it:
(A) Requires minimal preparation time and administrative documentation
(B) Focuses on qualitative personal characteristics rather than productivity
(C) Aligns individual goals directly with the organization's strategic objectives
(D) Simplifies evaluation by eliminating the formal feedback meeting

2008

**275.** In the context of giving appraisal feedback, the "Sandwich Technique" involves:
(A) Placing constructive criticism between layers of positive praise
(B) Focusing exclusively on areas of weakness during the entire meeting
(C) Conducting feedback sessions in highly public, informal work settings
(D) Providing only written documentation without any verbal dialogue

2022

**276.** Which appraisal method emphasizes continuous, real-time feedback and agile goal-setting over a once-a-year formal review?
(A) Traditional Graphic Rating Scale Methods
(B) Paired Multi-Comparison Evaluation Method
(C) Structured Forced Choice Rating Methods
(D) Continuous Performance Management (CPM)

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2007

**277.** Training evaluation that is conducted DURING the design and implementation phases to improve the training program is called:
(A) Summative Evaluation Method
(B) Formative Evaluation
(C) Impact Assessment
(D) Baseline Evaluation

(B) Level 1 (Reaction)
(C) Level 2 (Learning)
(D) Level 3 (Behavior)

2022

**300.** The primary criticism of relying ONLY on Level 1 (Reaction) evaluation, often called "smile sheets," is that:

(A) It requires extensive long-term longitudinal data collection
(B) It relies on advanced statistical software to interpret basic trends
(C) High satisfaction ratings DO NOT guarantee that learning or behavioral change occurred
(D) It is restricted to assessing technical manual-skills training only

**********

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2007
**288.** Which of the following introduces the biggest challenge in Impact Assessment?
(A) Measuring immediate post-training knowledge acquisition
(B) Recording and aggregating basic demographic data of participants
(C) Collecting qualitative ratings of trainer performance
(D) Isolating training effects from external factors causing change

2018
**289.** Kirkpatrick's Four-Level Model is the most widely used framework for evaluating training. What is Level 1?
(A) Reaction
(B) Learning
(C) Behavior
(D) Results

2010
**290.** In Kirkpatrick's Model, Level 2 (Learning) measures:
(A) The immediate satisfaction and engagement level of participants
(B) The degree to which trainees apply what they learned back on the actual job
(C) Changes in trainee knowledge, skills, or attitudes from the program
(D) The final measurable business results that occurred because of the training

2014
**291.** Measuring "transfer of training" to the actual workplace is assessed at which level of Kirkpatrick's model?
(A) Level 3: Behavior
(B) Level 1: Reaction
(C) Level 2: Learning
(D) Level 4: Results

2023
**292.** An organization measures a 15% increase in crop yield in regions managed by recently trained extension workers. This metric corresponds to which Kirkpatrick level?
(A) Reaction
(B) Learning
(C) Behavior
(D) Results

2021
**293.** The CIRO model of training evaluation stands for:
(A) Content, Implementation, Results, Observation
(B) Context, Input, Reaction, Outcome
(C) Context, Input, Reaction, Observation
(D) Content, Input, Reaction, Outcome

2001
**294.** In the CIRO model, "Context Evaluation" is very closely related to:
(A) Post-training impact
(B) Reviewing classroom seating and facility arrangements
(C) Training Need Assessment (TNA)
(D) Allocating operational and logistical budgets

2016
**295.** The CIPP evaluation model, developed by Daniel Stufflebeam, stands for:
(A) Content, Implementation, Program, Participant
(B) Context, Instruction, Practice, Performance
(C) Cost, Investment, Process, Profit
(D) Context, Input, Process, Product

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2014
**296.** In the CIPP model, which component asks the question: "Is the program being implemented as planned?"
(A) Process
(B) Context
(C) Input
(D) Product

2004
**297.** Jack Phillips added a "Level 5" to Kirkpatrick's framework. What does Level 5 measure?
(A) Broad Societal Impact
(B) Return on Investment (ROI)
(C) Overall Employee Happiness
(D) Rate of Technological Innovation

2001
**298.** The formula for calculating the Return on Investment (ROI) of a training program is:
(A) $\left[\frac{\text{Total Training Costs}}{\text{Total Training Benefits}}\right] \times 100$
(B) $\left[\frac{\text{Total Training Benefits} - \text{Total Training Costs}}{\text{Total Training Costs}}\right] \times 100$
(C) $\left[\frac{\text{Total Training Costs} - \text{Total Training Benefits}}{\text{Total Training Benefits}}\right] \times 100$
(D) $\left[\left(\frac{\text{Total Training Benefits}}{\text{Total Training Costs}}\right) \times 100\right]$

2022
**299.** Evaluating "Product" in the CIPP model aligns most closely with which level of Kirkpatrick's model?
(A) Level 4 (Results)

the organizational hierarchy
(B) The administrative complexity and duration of typical daily assignments
(C) The degree to which the job substantially impacts the lives or work of others
(D) The technical expertise required to operate advanced equipment

2013
**239.** A job designed with high "Autonomy" leads directly to which critical psychological state?
(A) Meaningfulness of work
(B) Experienced responsibility for outcomes of the work
(C) Knowledge of the actual results of the work activities
(D) Increased dependency on supervision

2024
**240.** Which job design technique is most likely to fail if the employee lacks the higher-level skills or desire for increased responsibility?
(A) Job Simplification
(B) Job Rotation
(C) Job Enlargement
(D) Job Enrichment

2014
**241.** Employee Counseling in the workplace is primarily defined as:
(A) Discussion of an emotional problem to help an employee cope effectively
(B) Providing direct instructional feedback on technical task performance
(C) Holding a formal administrative inquiry to investigate policy violations
(D) Negotiating labor contracts and benefit structures with representative unions

2003
**242.** Mentorship differs from standard management supervision primarily because mentorship is:
(A) Geared towards evaluating quarterly performance metrics
(B) Configured around strict administrative reporting and task monitoring
(C) A developmental, long-term relationship focused on overall career and personal growth
(D) Focused on technical training and operational process compliance

2022
**243.** In the context of counseling, the "Directive Approach" involves the counselor:
(A) Listening, analyzing the problem, and actively advising the employee on what to do
(B) Encouraging the client to direct the conversational agenda entirely
(C) Limiting interaction to formal psychological diagnostic questionnaires
(D) Guiding the employee to discover their own practical solution without offering direct advice

2004
**244.** The "Non-Directive Approach" to counseling (pioneered by Carl Rogers) emphasizes:
(A) Prescribing clear action steps and solutions to resolve the issue
(B) Conducting formal, structured cognitive behavioral therapy sessions
(C) Aligning personal emotional issues with organizational performance targets
(D) Providing a supportive space for employees to discuss and find their own solutions

2011
**245.** Which of the following is a key characteristic of a successful mentoring relationship?
(A) A formal system of performance appraisal and ranking
(B) Mutual trust, respect, and confidentiality
(C) A rigid, authority-based supervisor-subordinate relationship
(D) A brief duration limited to immediate on-boarding activities

2024
**246.** What is the primary role of a "Sponsor" compared to a "Mentor"?
(A) A sponsor provides direct, daily technical guidance on task execution
(B) A sponsor conducts formal psychological and career assessments
(C) A sponsor advocates for the employee's career advancement and promotion
(D) A sponsor manages the administrative payroll and benefit details for the employee

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**247.** "Reverse Mentoring" occurs when:
(A) A senior executive provides peer-to-peer mentoring to other executive board members
(B) An external consultant mentors both supervisor and subordinate simultaneously
(C) Two colleagues of equal rank engage in informal collaborative peer coaching
(D) A junior employee mentors a senior colleague in areas like new technologies

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# ANSWERS

**1.** (C) HRM manages employee administration, while HRD builds continuous employee capabilities.
Human Resource Management focuses on administrative functions such as payroll, recruitment, compliance, and basic personnel administration. Human Resource Development represents a developmental approach focused on building continuous employee capabilities, dynamic skills, and organizational learning. This distinction ensures organizations actively nurture talent to meet long term growth objectives instead of merely executing operational workforce maintenance tasks.

**2.** (B) Personnel Management
Personnel Management historically preceded modern Human Resource Management, representing a highly administrative and transaction oriented approach to managing workforces. This earlier paradigm focused on employee record keeping, routine contract compliance, and strict policy enforcement. Modern human resource frameworks transitioned from this mechanical view to treat employees as strategic assets vital for long term organizational success.

**3.** (D) Developing employee competencies to support organizational goals
Human Resource Development centers on developing employee competencies, personal skills, and professional capabilities to support strategic organizational goals. By focusing on learning, career planning, and capacity building, this process enhances workforce efficiency and adaptability. It ensures that the workforce remains prepared to meet shifting industry demands and successfully implement technical innovations within the workplace.

**4.** (A) Improving the overall socio-economic status of diverse rural populations
At the macro level, Human Resource Development in agriculture extends beyond individual farm performance to focus on improving the overall socio-economic status of diverse rural populations. This broader objective involves enhancing community capabilities, local leadership, and equitable resource access. Sustained development efforts empower rural communities to achieve self reliance and long term economic resilience.

**5.** (C) It is exclusively concerned with temporary, contract-based labor.
Human Resource Management is a comprehensive strategic approach managing all categories of labor, including permanent, contract, and temporary staff. It involves systematic procurement, maintenance, motivation, and fair compensation for the entire organizational workforce. Viewing employees as valuable strategic corporate resources, it aligns talent acquisition and career planning with long term organizational performance and goals.

**6.** (A) Control-oriented practices to development-oriented practices
The evolution from traditional personnel functions to developmental frameworks marks a shift from control oriented practices to development oriented practices. Traditional models focused heavily on monitoring compliance, enforcing rules, and standardizing employee outputs. Modern developmental approaches prioritize empowering employees, facilitating continuous learning, upgrading technical skills, and nurturing personal growth to improve organizational adaptability.

**7.** (D) Performance Appraisal
Performance appraisal serves as a core sub-system of Human Resource Development by identifying individual performance gaps, potential, and developmental needs. This systematic evaluation process helps design targeted training programs, career progression pathways, and feedback mechanisms. It directly connects individual performance monitoring with broader organizational learning activities, capability building programs, and employee development strategies.

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**8.** (A) Both A and R are true and R is the correct explanation of A.
Human Resource Development operates as a continuous and dynamic process because

It establishes a uniform baseline of knowledge across diverse recruits, preparing them for specialized work assignments.

**78.** (A) In-service Training
In-service training is the most appropriate approach when implementing a new, complex software system across an active department. Because this technological update directly impacts existing staff members in their daily roles, targeted workshops are necessary. Providing this continuous, job-embedded learning ensures employees rapidly master the new digital tools and maintain administrative efficiency without disrupting ongoing operations.

**79.** (C) Orientation Training — Socialization of new employees
Orientation training is correctly paired with the socialization of new employees. This specialized educational process focuses on integrating fresh recruits into the organization's unique operational culture, core values, and administrative networks. Unlike technical pre-service education or periodic refresher workshops, induction is specifically designed to facilitate a smooth adjustment during the initial days of employment.

**80.** (B) Pre-service → Orientation → Foundation → Refresher
An agricultural extension professional typically progresses from pre-service educational preparation during university to formal orientation training immediately upon recruitment. Next, they complete foundation training to establish core organizational competencies and professional values. Throughout their active career, they periodically undergo refresher training to update technical knowledge, learn innovative farming methodologies, and adapt to climate challenges.

**81.** (C) In-service Training
On-the-job training is most closely associated with the broader category of in-service training. It involves learning practical skills directly at the active workstation while performing actual job duties under supervisor guidance. This practical, job-embedded learning helps employees integrate new procedures immediately into their daily tasks, boosting work efficiency and supporting continuous professional development.

**82.** (B) Lectures at a centralized institute
Lectures delivered at a centralized training institute represent a classic example of off-the-job training. This approach removes employees from their daily work environment to focus entirely on learning in a dedicated educational space. This separation minimizes workplace distractions, allowing participants to acquire theoretical knowledge and interact with external experts and diverse peer groups.

**83.** (D) Providing a distraction-free learning environment
The primary advantage of off-the-job training is providing a dedicated, distraction-free learning environment away from daily workplace pressures. Removing employees from their immediate work duties allows them to concentrate fully on acquiring complex knowledge or new technical skills. This educational isolation encourages deeper reflection, collaborative peer interaction, and uninterrupted focus during instructional sessions.

**84.** (A) Training employees to perform tasks of other team members
Cross-training refers to systematically training employees to perform the tasks, roles, and responsibilities of other team members. This development strategy enhances organizational flexibility, ensures operational continuity during staff absences, and improves team collaboration. By broadening employee skill sets, cross-training helps workers understand overall workflows, enhancing collective problem-solving capacity and organizational resilience.

**85.** (C) Training need assessment
The generally accepted first phase of the training cycle is conducting a thorough training needs assessment. This diagnostic step identifies current performance gaps and determines if instruction is the appropriate solution. Establishing this baseline data ensures subsequent curriculum design, instructional development, and implementation efforts are strategically targeted to address real, documented skill deficiencies within the workforce.

**86.** (A) Developing lesson plans and materials
During the pre-training preparation phase, developing detailed lesson plans, learning materials, and audio-visual resources is essential. This logistical planning ensures the instructional

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fostering sustainable growth driven by local decision-making and collaborative action.

**17.** (C) Networks, trust, and cooperation among rural community members
Social capital refers to the networks, trust, and mutual cooperation among rural community members that facilitate collective action and sustainable development. Unlike physical or financial capital, social capital relies on interpersonal relationships and shared norms. Building strong social networks enables communities to adopt agricultural innovations more rapidly, manage common resources collaboratively, and resolve local disputes effectively.

**18.** (B) They enforce legal farm laws and punitive regulations on farmers.
Agricultural extension workers serve as educational facilitators, change agents, and knowledge intermediaries, not law enforcement officers. Their primary role is to assist rural communities through voluntary education, technology transfer, and participatory advice. Enforcing legal farm laws or punitive regulations would damage the trust required for effective extension relationships, undermining their ability to facilitate rural innovation.

**19.** (D) Top-down transfer agents to participatory learning facilitators
Extension paradigms have shifted from top-down knowledge transfer to participatory learning facilitation. Historically, extension workers acted as authoritarian instructors delivering standardized technologies. Modern practices emphasize collaborative learning, where agents work with farmers to co-create solutions. This participatory approach respects local indigenous knowledge and enhances the relevance and adoption rates of agricultural innovations.

**20.** (A) Empowering female agricultural workers significantly boosts rural food security.
Empowering female agricultural workers significantly boosts rural food security because women perform a substantial portion of farm labor globally. Providing women with training, resources, and leadership opportunities improves household nutrition and agricultural productivity. Human capacity strategies in rural development must address gender disparities to ensure equitable, sustainable growth and robust food production systems.

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**21.** (C) High staff absenteeism and elevated turnover rates
High staff absenteeism and elevated turnover rates indicate systemic human resource management failures within an agricultural extension organization. These symptoms point to low employee morale, poor supervisor support, inadequate training, or unfair compensation structures. Unresolved retention issues disrupt extension service delivery, waste training investments, and ultimately degrade the quality of support offered to farming communities.

**22.** (C) I and III
Human resources are vital in agricultural extension because they bridge the gap between laboratories and farming fields, translating complex research into practical solutions. Additionally, skilled personnel mobilize local communities for collective action and collaborative problem-solving. While financial loan distribution represents a specialized banking task, extension workers focus on educational outreach, technical guidance, and community capacity building.

**23.** (D) To keep pace with changing agricultural technologies and climate challenges
Extension personnel require continuous development to keep pace with rapid agricultural technology advancements and complex climate challenges. As farming environments shift due to global warming, emerging pests, and digital tools, extension staff must constantly update their knowledge. Ongoing training ensures advisors offer relevant, scientifically validated solutions that enhance farmer resilience and agricultural sustainability.

**24.** (B) Improved problem-solving capacity among extension staff
An effective development climate within an extension agency fosters improved problem-solving capacity among field staff. When organizations support learning, open communication, and personal growth, employees feel empowered to tackle complex field challenges. This positive environment encourages collaborative experimentation, reduces resistance to change, and decreases reliance on top management for routine operational decisions.

**25.** (A) Both A and R are true and R is the correct explanation of A.
Education is broader in scope than training because it aims at overall cognitive, intellectual, and personal growth. In contrast, training targets specific skill acquisition required to perform a particular job or task. The general focus of educational programs provides a foundation for lifetime learning, directly explaining why its developmental scope remains wider than task-oriented training instruction.

**26.** (D) A relatively permanent change in behavior resulting from experience.
In developmental frameworks, learning is defined as a relatively permanent change in behavior resulting from experience, practice, or study. This process goes beyond short-term memory retention to transform how an individual acts, thinks, or performs. Ultimately, successful learning ensures employees integrate new insights into their daily work routines, enhancing personal and organizational productivity.

**27.** (A) Development
Development focuses on preparing employees for future organizational roles, responsibilities, and long-term career growth. Unlike immediate, task-oriented training, developmental activities are forward-looking, seeking to expand cognitive abilities, leadership potential, and strategic thinking. This strategic approach ensures the organization builds a talent pipeline capable of navigating future structural changes and complex business challenges.

**28.** (B) Short-term present job orientation
Training is characterized by a short-term, present job orientation designed to address immediate performance gaps or teach specific task skills. It aims to improve operational efficiency in an employee's current role by providing direct, practical instruction. This contrasts with long-term development activities, which focus on preparing individuals for future career opportunities and broader organizational leadership roles.

**29.** (B) It involves acquiring general knowledge and theoretical concepts.
Education focuses on acquiring general knowledge, critical reasoning, and theoretical concepts rather than learning highly specific vocational tasks. This process builds broad cognitive foundations, allowing individuals to analyze complex environments and adapt to diverse situations. While training produces immediate, task-specific job outputs, educational frameworks emphasize long-term personal growth and intellectual adaptability across multiple life domains.

**30.** (A) Training: Long-term duration; Development: Short-term duration
The assertion that training has a long-term duration and development has a short-term duration is incorrect. In professional settings, training is short-term and present-focused, targeting immediate skill gaps for current jobs. Development represents a long-term, future-oriented process focused on broad personal growth, strategic thinking, leadership readiness, and preparing employees for future career advancement opportunities.

**31.** (A) III, I, II
Training is the narrowest domain, focusing on specific task skills for immediate job performance. Education represents a broader scope, aiming at general cognitive growth and theoretical knowledge. Learning is the broadest domain, encompassing all permanent behavioral changes resulting from both formal and informal experiences throughout life. Therefore, the correct developmental sequence of scope is training, education, then learning.

**32.** (D) Enhancing overall individual and organizational performance
The ultimate goal of learning in an organization is enhancing both individual and collective performance. While certifications and compliance represent administrative requirements, true learning changes employee behavior, operational efficiency, and innovation. By systematically acquiring and applying new skills, the workforce directly improves product quality, service delivery, and the overall strategic adaptability of the entire system.

**33.** (C) Training
Imparting specific physical skills to operate a newly introduced tool represents a classic example of training. This instructional activity is highly focused, present-oriented, and aimed at establishing immediate operational competence. It addresses a specific task-related performance requirement rather than seeking broad, long-term

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cognitive education or executing comprehensive organizational change strategies.

**34.** (B) Learning
Learning refers to the internal, unobservable cognitive process through which individuals acquire new information, skills, or attitudes. While the resulting behavioral changes are observable, the actual processing and mental integration occur internally. This distinguishes learning from external delivery methods like lecturing or evaluating, highlighting it as the core cognitive mechanism of human development.

**35.** (D) Advanced leadership and strategic thinking capacity
Development programs for agricultural scientists prioritize advanced leadership, strategic thinking, and complex problem-solving capacities. Because these professionals guide research projects and policy directions, their growth must transcend routine technical skills. Long-term developmental activities prepare them to lead collaborative scientific networks, manage research institutions, and navigate the shifting socioeconomic landscapes of global food security.

**36.** (A) Training and education are formal methodologies designed to facilitate learning.
Training and education serve as formal, structured methodologies designed to facilitate the broader process of learning. While training addresses practical, job-specific technical skills and education focuses on wider theoretical knowledge, both aim to change behavior and understanding. They represent distinct pathway approaches that support the ultimate cognitive goal of continuous individual and organizational learning.

**37.** (C) Adults learn
Andragogy refers specifically to the art and science of helping adults learn, distinguishing adult learning processes from child education, known as pedagogy. This educational framework recognizes that mature learners possess unique characteristics, including self-direction, rich life experiences, and problem-centered learning motivations. Understanding these factors is critical when designing effective extension training programs for farming communities.

**38.** (A) Malcolm Knowles
Malcolm Knowles is widely recognized as the modern educational pioneer who popularized the concept of andragogy. He formulated the core assumptions of adult learning, emphasizing how adults transition from dependency to self-directedness. His work established that adult learners require respectful, collaborative environments that value their rich life experiences and focus on practical, problem-oriented instruction.

**39.** (D) Adult learners bring rich experiences that serve as learning resources.
A core assumption of andragogy is that adult learners bring rich, diverse life experiences that serve as valuable resources for learning. Unlike children, adults possess a background of practical knowledge that can be analyzed and shared. Incorporating these experiences into training through dialogue and collaborative analysis enhances the relevance, engagement, and effectiveness of adult learning.

**40.** (B) Problem-centered and applicable to real-life situations
Adult learning is highly effective when it is problem-centered and immediately applicable to real-life situations. Adults are motivated to learn when they perceive that new knowledge will help them solve specific, practical challenges in their work or daily lives. Moving away from abstract subject-centered lectures toward active problem-solving ensures high training engagement and retention.

**41.** (C) Lengthy, one-way theoretical lectures on botany
Lengthy, one-way theoretical lectures are highly ineffective when training adult farmers. Adult learners prefer participatory, hands-on, and problem-centered instructional methods that directly address their local agricultural challenges. Delivering passive, abstract botanical theories ignores their practical farming experience and fails to provide the concrete, usable skills necessary to adopt innovations or improve crop yields.

**42.** (B) III and IV
Adults enter learning situations with highly diverse, unique personal backgrounds rather than uniform experiences, making the third statement incorrect. Conversely, readiness to learn is

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indeed strongly linked to developmental tasks associated with social and professional roles. Understanding which assertions are accurate helps educators design effective, personalized instructional methods that align with adult learner characteristics.

**43.** (A) Internal factors like self-esteem and personal growth
According to adult learning theory, internal factors like self-esteem, personal growth, job satisfaction, and quality of life are the most powerful motivators for adult learners. While external rewards like promotions or salary increases can influence behavior, long-term commitment to learning is driven by intrinsic desires to solve problems, increase competence, and achieve self-actualization.

**44.** (B) Information Dispenser to Facilitator
Transitioning from pedagogical approaches to adult learning models shifts the role of the trainer from an information dispenser to a learning facilitator. Rather than acting as an autocratic authority who dictates all content, the modern instructor guides interactions, encourages active participation, and helps learners analyze their own experiences to find practical solutions.

**45.** (A) Both A and R are true and R is the correct explanation of A.
Adult learning environments must maintain collaborative and informal physical and psychological climates to maximize instructional effectiveness. This atmosphere is critical because adults learn best when they feel respected and their unique life experiences are valued. Providing a supportive, non-threatening environment directly encourages active participation, open dialogue, and constructive sharing of practical expertise among participants.

**46.** (A) Heutagogy
Heutagogy refers to self-determined learning, where learners are highly autonomous, active agents who drive their own learning paths, goals, and problem-solving processes. Expanding beyond adult-centered facilitation, this approach emphasizes capability, double-loop learning, and self-reflection. It prepares individuals to navigate highly complex, unpredictable work environments by fostering a deep capacity for independent, lifelong learning.

**47.** (C) The need to resolve specific work-related situations
Adult readiness to learn is most strongly triggered by the immediate need to resolve specific work-related situations or life challenges. When faced with developmental tasks associated with their professional or social roles, adults actively seek out relevant knowledge. This immediate pragmatic orientation makes task-centered instruction highly effective compared to presenting abstract, non-contextual academic theories.

**48.** (D) Experiential learning activities
Training programs for experienced agricultural extension workers must incorporate experiential learning activities to engage their rich field backgrounds. Methods like case studies, field simulations, and collaborative role-plays allow participants to analyze real-world challenges. This practical approach leverages their existing expertise, fosters deep critical reflection, and facilitates successful transfer of new techniques to work sites.

**49.** (C) Determining if training can resolve a performance gap
Training Need Assessment is a diagnostic process designed to determine if a specific performance gap can be resolved through training intervention. It systematically investigates whether deficiencies are caused by a lack of skills, knowledge, or attitude. This critical assessment ensures organizations invest resources only when educational solutions are appropriate to address operational challenges.

**50.** (B) Desired Performance – Actual Performance
A training need is mathematically conceptualized as the gap between desired performance and actual performance. This fundamental formula allows developers to pinpoint exactly where employee capabilities fall short of established organizational standards. By identifying this specific difference, coordinators can design targeted instructional interventions that directly address skill deficiencies and optimize workplace productivity.

**51.** (D) Competitor Analysis
Standard needs assessment frameworks analyze training requirements across three primary levels : organizational, task, and person. Competitor analysis belongs to market strategy

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and strategic planning rather than standard developmental assessment models. Excluding external competitive market analyses ensures the diagnostic focus remains on aligning internal capabilities, job requirements, and individual skill deficiencies within the specific enterprise.

**52.** (A) Aligning training with organizational goals and resources
Organizational Analysis within the assessment process focuses on aligning proposed training programs with strategic corporate goals, available resources, and environmental constraints. It determines where training is needed within the enterprise and whether the climate supports skills transfer. This macro-level diagnostic ensures that educational investments directly contribute to broader organizational efficiency and long-term strategic success.

**53.** (C) Identifying knowledge and skills required to perform a job
Task Analysis involves systematically identifying the specific knowledge, skills, behaviors, and abilities required to perform a job successfully. It utilizes job descriptions and specifications to break down roles into core duties. This operational analysis provides a precise baseline of performance expectations, enabling training designers to align curriculum content directly with actual job requirements.

**54.** (A) Who needs training and what specific skills they lack
Person Analysis is conducted to determine which specific employees require training and what distinct skills, knowledge, or attitudes they lack. By evaluating individual performance records, supervisor feedback, or proficiency tests, this micro-level analysis prevents redundant instruction. It ensures training is targeted precisely to those who need development to overcome current job performance gaps.

**55.** (A) P-3, Q-4, R-1, S-2
Needs assessment operates systematically across multiple levels of analysis. Organizational analysis determines where training is strategically needed. Task analysis identifies what content and skills must be taught. Person analysis evaluates who needs the training to resolve individual gaps. Environmental analysis examines how external factors influence training. Mapping these levels ensures comprehensive diagnostic design before curriculum development begins.

**56.** (B) A lack of knowledge, skill, or attitude
Training is only appropriate when a performance gap is directly caused by deficiencies in employee knowledge, skills, or attitudes. If issues stem from poor motivation, inadequate tools, faulty machinery, or unclear instructions, educational interventions will fail to resolve the problem. Diagnostic processes must distinguish skill-related deficits from environmental or structural barriers within the workplace.

**57.** (C) Confirming alignment of training objectives with strategic goals and available resources
A successful Organizational Analysis confirms the precise alignment of training objectives with broader strategic business goals and available enterprise resources. It ensures that development programs are financially viable, supported by management, and strategically relevant. This macro-level alignment prevents wasted developmental investments on programs that do not contribute directly to solving core organizational needs.

**58.** (D) It relies entirely on the subjective opinion of the HR manager.
Relying entirely on the subjective opinion of the human resource manager is an incorrect approach to conducting training needs assessments. Objective assessments utilize systematic, empirical methods such as direct observation, skill matrices, performance data, and surveys. This structured data collection ensures diagnostic conclusions are highly factual, valid, and free from personal supervisor or managerial biases.

**59.** (A) Task Analysis
Task Analysis relies heavily on formal job descriptions and job specifications to identify the precise duties, standards, and competencies required for a role. This structural examination details the exact skills, knowledge, and physical abilities necessary to execute tasks. By analyzing these documents, trainers establish clear benchmarks to measure actual performance against standard operational requirements.

**60.** (B) A need recognized and expressed by the trainee
A felt need represents a skill or knowledge deficiency that is recognized and directly

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expressed by the trainee. This internal awareness contrasts with prescribed needs identified by supervisors or external organizational assessments. Incorporating felt needs into training design significantly boosts participant motivation, as learners perceive the instruction as personally relevant and immediately beneficial to their work.

**61.** (B) In-depth personal interviews
In-depth personal interviews provide rich, qualitative insights into employee performance issues, developmental desires, and organizational barriers. This face-to-face dialogue allows assessors to probe answers and clarify complex concerns. However, conducting, transcribing, and analyzing individual interviews is highly time-consuming, making this method challenging to implement across large, geographically dispersed workforce groups.

**62.** (A) Manual or technical physical skills
The direct observation method is highly suitable for identifying performance gaps in manual or technical physical skills. By watching employees perform tasks in real time, assessors can pinpoint physical errors, safety hazards, and procedural inefficiencies. This objective technique works best for highly structured, observable activities, whereas cognitive decision-making or interpersonal attitudes are harder to evaluate visually.

**63.** (C) Focus Group Discussions
Focus Group Discussions gather a small, representative group of employees to collectively discuss and identify shared training needs. Led by a facilitator, this interactive session leverages group dynamics to uncover common performance barriers, operational issues, and skill gaps. This qualitative tool generates diverse ideas and promotes collaborative consensus, making it highly valuable for organizational diagnostics.

**64.** (D) Person Analysis
Using performance appraisals as a diagnostic data source is primarily a technique for person analysis. Appraisals document individual performance levels, supervisor feedback, strengths, and specific skill deficiencies. Analyzing these individual evaluations helps determine which specific employees require training and what exact competencies they must develop, ensuring training is targeted precisely to personal performance gaps.

**65.** (C) It is highly cost-effective for large, dispersed staff groups.
Distributing questionnaires is highly cost-effective for assessing training needs across large, geographically dispersed agricultural extension workforces. This quantitative tool allows assessors to gather standardized data from hundreds of agents simultaneously. It minimizes travel expenses, saves administrative time, and produces structured data that can be easily analyzed to identify systemic skill deficiencies across regional offices.

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**66.** (B) Recalling specific events of exceptional or poor performance
The Critical Incident Technique involves identifying and analyzing specific, memorable occurrences of exceptionally effective or highly ineffective employee performance. By examining these real-world events, assessors uncover the precise behaviors, skills, and knowledge that led to success or failure. This technique provides highly concrete, practical data to design target training content addressing critical job tasks.

**67.** (D) Organizational Record Analysis
Organizational Record Analysis relies on examining existing institutional data such as high turnover rates, frequent safety accidents, low productivity metrics, and customer complaints. By evaluating these objective metrics, assessors can infer systemic operational issues and underlying training needs. This non-obtrusive technique utilizes historical administrative data to highlight department-wide performance gaps requiring educational intervention.

**68.** (A) II, III and IV
Analyzing data collection methods is vital for accurate diagnostics. Interviews allow assessors to probe and clarify ambiguous employee responses, while direct observation can temporarily alter trainee behavior due to the Hawthorne effect. Furthermore, focus groups successfully leverage group dynamics to generate collaborative ideas about skill gaps, confirming the validity of these three methodological assertions.

**69.** (C) Compare employee capabilities against job competencies
A skill or competency matrix is used during needs assessments to systematically compare current employee capabilities against established job standards. This visual grid maps individual proficiency levels across key task requirements. It allows managers to identify exact skill gaps, plan targeted training interventions, and track overall workforce capabilities to ensure operational standards are fully met.

**70.** (A) Using informal participatory rural appraisal techniques
Using informal participatory rural appraisal techniques is the most effective and culturally appropriate way to assess training needs for rural farmers. These interactive, visual methods respect local community social dynamics and accommodate varying literacy levels. Engaging farmers directly through community mapping, matrices, and dialogue builds mutual trust, ensuring identified needs reflect their actual daily farming realities.

**71.** (D) Iterative rounds of anonymous surveys to reach expert consensus
The Delphi Technique is characterized by utilizing iterative rounds of anonymous surveys to build consensus among a panel of experts. This forecasting method avoids direct face-to-face confrontation, reducing groupthink and dominant-member bias. By systematically summarizing and sharing feedback between rounds, experts refine their opinions, making this technique highly valuable for predicting long-term workforce development needs.

**72.** (B) It can be influenced by personal supervisor bias.
Relying solely on supervisors' reports to assess training needs can introduce significant personal bias into the evaluation process. Managers may favor certain employees, misunderstand specific job complexities, or misattribute systemic operational problems to individual skill deficits. To ensure a highly objective and balanced diagnostic, agencies should combine supervisor evaluations with other data-driven needs assessment methods.

**73.** (C) Orientation/Induction Training
Orientation or induction training is provided to newly appointed extension personnel to socialize them into the organization's unique culture, administrative policies, and specific job roles. This initial training helps reduce anxiety, builds initial confidence, and establishes clear performance expectations. It ensures new employees quickly adapt to their work environment and understand organizational communication channels.

**74.** (D) Professional preparation prior to entering a specific career
Pre-service training represents professional academic and practical preparation completed before an individual officially enters a specific career. It provides candidates with foundational scientific knowledge, essential technical competencies, and professional values required for their future roles. This preparation occurs within academic institutions or specialized academies prior to employment recruitment or formal workplace selection processes.

**75.** (C) A is true but R is false.
Refresher training is periodically necessary for long-serving extension officers to update their technical knowledge. However, the assertion that agricultural technologies and rural development paradigms remain static is completely false. Agricultural practices change rapidly due to scientific innovations and environmental challenges. This ongoing technological transformation is precisely why experienced agents require regular educational updates to remain effective.

**76.** (B) Ongoing training during employment to update skills
In-service training refers to the ongoing education and skill development provided to employees during active employment. It aims to update staff technical competencies, introduce new policies, or address emerging operational challenges. This continuous developmental process ensures that the active workforce remains highly capable, adaptive, and prepared to implement modern methodologies within their current job roles.

**77.** (B) Provide foundational grounding in core principles for new entrants
The primary objective of Foundation Training is to provide a comprehensive, structured grounding in core professional principles, organizational values, and technical standards for new entrants. This intensive program goes beyond basic office tours to build general professional competencies.

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organizational environments and technical landscapes constantly change. In agricultural extension, rapid technological advancements necessitate ongoing updates to extension workers' skills, knowledge, and capabilities. Constant training ensures staff remain effective in transfer activities, validating that technical progression directly drives the continuous nature of development systems.

**9.** (C) Maslow's Hierarchy of Needs
Maslow's Hierarchy of Needs heavily influenced developmental frameworks by demonstrating that human motivation progresses toward self actualization once basic needs are met. This psychological theory highlights that employees seek continuous personal growth, recognition, and skill development at work. Consequently, developmental systems incorporate these insights to design training that satisfies intrinsic motivational needs and unlocks potential.

**10.** (D) Continuous skill building is essential since extension services rely heavily on human interaction.
Agricultural extension operates primarily through human interaction, making continuous skill building for extension agents essential for successful technology transfer. Agents need advanced technical knowledge, communication skills, and social competencies to engage farmers effectively. Integrating systematic development ensures advisory staff can adapt to diverse farmer needs, changing environmental conditions, and modern scientific recommendations.

**11.** (A) Recruitment; Career Planning
Recruitment is a standard management function focused on workforce procurement, securing sufficient staffing levels to meet immediate organizational needs. Career planning represents a developmental function aimed at long term employee growth, path progression, and potential optimization. This pairing demonstrates how administrative maintenance works alongside future oriented capacity building to support the overall corporate mission.

**12.** (B) Education and training directly enhance economic productivity.
Human capital theory posits that systematic investments in education, training, and employee development directly enhance economic productivity and performance. This economic perspective treats workforce training not as a cost, but as an investment yielding substantial returns through improved worker efficiency, technical competence, and innovative capacity. Developing human resources thus acts as a primary driver of organizational progress.

**13.** (B) Extension acts as a vital link transferring knowledge from research to farmers.
Human resources are critical in agricultural extension because personnel serve as the vital link transferring scientific research and technologies to rural farmers. Extension agents translate complex laboratory findings into practical farming applications. Without skilled human educators to facilitate knowledge diffusion, the gap between scientific institutions and farming communities remains unbridged, hindering rural productivity.

**14.** (A) Retention of highly skilled professionals in remote rural areas
A major human resource challenge in contemporary rural development is the retention of highly skilled professionals in remote rural areas. Due to limited local infrastructure, professional isolation, and urban opportunities, attracting and retaining qualified extension staff remains extremely difficult. Addressing this retention deficit requires strategic development, enhanced incentives, and supportive organizational climates within rural agencies.

**15.** (A) P-3, Q-4, R-1, S-2
Extension systems depend on specialized personnel roles to function effectively. Facilitators guide farmers through group decision-making processes, while Subject Matter Specialists deliver deep technical expertise. Evaluators assess program impact and operational effectiveness to ensure quality control, and Administrators manage daily office operations. Matching these roles with their correct functions guarantees structured, coordinated extension delivery.

**16.** (D) Enhanced community empowerment and collective local self-reliance
Optimizing human resources in rural programs enhances community empowerment and collective local self-reliance by building capacity within rural societies. When extension systems train local leaders and resource farmers, communities develop the skills needed to solve local problems. This shift reduces long term external dependency,

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content aligns with established learning objectives before delivery begins. Preparing these materials, organizing training venues, and finalizing participant lists creates a structured, supportive learning environment crucial for successful training implementation.

**87.** (D) Delivering training content using selected methods
The implementation phase of the training cycle primarily involves delivering the prepared curriculum content to participants using selected instructional methods. This active delivery stage requires trainers to facilitate learning, manage classroom dynamics, and utilize appropriate educational technologies. It transforms structured design plans into interactive learning experiences, directly working to build desired skills and knowledge.

**88.** (A) III, II, I, IV
The systematic training process progresses chronologically through four main phases. First, a needs assessment diagnose skill gaps. Next, the design and development phase establishes objectives and constructs curriculum materials. The third phase is implementation, where trainers deliver the course content. Finally, evaluation measures program effectiveness, closing the cycle and providing feedback for future programs.

**89.** (C) Design Phase
Formulating specific, measurable behavioral learning objectives occurs during the design phase of the training process. These objectives define exactly what successful trainees will be able to do at the end of the program. Establishing clear performance standards during this planning stage guides the selection of instructional methods, content sequencing, and subsequent evaluation criteria.

**90.** (A) I and II
Logistical preparation during the pre-training phase requires securing appropriate venues and technical equipment to ensure smooth delivery. Additionally, sending timely invitations and pre-reading materials prepares participants and builds initial engagement. While measuring long-term business profit represents a vital evaluation activity, it occurs far after the program concludes, making the first two logistical elements crucial.

**91.** (A) The trainer's facilitation skills and adaptability
The success of the implementation phase depends heavily on the trainer's facilitation skills and classroom adaptability. An effective instructor must engage adult learners, manage group dynamics, and adjust delivery in real time based on participant feedback. These interactive communication competencies ensure that planned curriculum materials are successfully translated into positive learning outcomes and practical skills.

**92.** (B) It ensures transfer of learned skills to the workplace
Post-training follow-up is critical because it ensures the successful transfer of newly learned skills and knowledge to the active workplace. Without structured reinforcement, coaching, and supervisor support, employees often slide back into old habits once back at their jobs. Follow-up activities sustain learning gains, resolve implementation obstacles, and maximize the long-term organizational value of training.

**93.** (B) A work environment that resists change and supports old ways
A major barrier to the transfer of training is a rigid work environment that actively resists organizational change and supports old operational habits. When supervisors discourage innovative ideas or fail to provide the necessary tools and opportunities to practice new techniques, learning decays rapidly. Supportive organizational climates are essential to allow employees to apply their new competencies.

**94.** (A) Post-training transfer
Action plans developed by trainees at the conclusion of a workshop are designed to facilitate post-training skill transfer. These written documents detail how employees intend to apply new concepts and techniques to their daily job duties. By setting specific goals, timelines, and identifying potential obstacles, action plans bridge the gap between classroom learning and workplace performance.

**95.** (B) I and II
Needs assessment acts as a continuous foundation that informs all subsequent stages of the training cycle, while implementation requires real-time adaptation based on learner reactions. Conversely, evaluation should occur

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This advanced level requires individuals to judge the value of ideas, materials, or methods using internal standards and external criteria. It builds upon lower-level skills like knowledge, comprehension, application, analysis, and synthesis within learning hierarchies.

**113.** (C) Evaluating
In the revised version of Bloom's Taxonomy, cognitive levels were updated using verb forms to reflect active learning processes. Evaluating represents a highly complex cognitive skill near the top of the revised hierarchy, requiring learners to make judgements based on criteria and standards. This advanced thinking level is essential for strategic decision-making and policy analysis.

**114.** (B) Psychomotor
The objective to demonstrate the correct physical use of a soil testing kit targets the psychomotor domain of learning. This domain focuses on manual, physical, and motor skills, including coordination, dexterity, and precise physical execution of tasks. Training in this domain requires hands-on practice, feedback, and demonstration to ensure mechanical competence in field operations.

**115.** (B) II only
Verbs such as use, demonstrate, and calculate are highly suitable for formulating learning objectives at the application level of cognitive learning. This level requires learners to apply abstract ideas, rules, or technical methods to concrete, real-world situations. Using these active, observable verbs helps instructional designers create measurable training objectives that verify practical skill transfer.

**116.** (A) Empathetic communication attitudes toward marginalized farmers
The Affective domain of learning objectives is most relevant when training programs aim to change attitudes, values, empathy, and emotional appreciation. In agricultural extension, developing supportive and empathetic communication attitudes toward marginalized farmers requires addressing this domain. Teaching cognitive facts or physical skills alone is insufficient to build the interpersonal trust needed for inclusive rural development.

**117.** (C) Sequencing content from simple to complex, and known to unknown
A key principle of curriculum design is sequencing instructional content logically from simple to complex, and from the known to the unknown. This progressive structure matches human cognitive processing, helping learners build new knowledge upon their existing experience. It reduces cognitive overload, increases confidence, and facilitates smoother conceptual integration during professional development workshops.

**118.** (A) The standard of acceptable performance
A well-formulated behavioral objective must clearly specify the desired behavior, the conditions of performance, and the standard of acceptable performance. This third element defines the criteria for success, such as accuracy limits, time constraints, or quality benchmarks. Specifying clear performance standards allows instructors and evaluators to objectively measure if learning targets were met.

**119.** (D) Analyzing
Breaking down a complex policy or concept into its component parts to understand its internal structure and relationships targets the analyzing level of cognitive development. This cognitive process goes beyond simple recall or application to examine how elements are organized and interact. Developing analytical capacity is essential for professionals who must evaluate agricultural programs and design strategic solutions.

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**120.** (B) Allowing flexibility to adapt or update specific modules without redesigning the whole program
Designing a training curriculum modularly offers the significant advantage of allowing instructors to update or adapt specific blocks without redesigning the entire program. This structural flexibility makes it easy to incorporate technological advancements, tailor content to diverse participant needs, and maintain instructional relevance. It maximizes resource efficiency and ensures training frameworks remain highly responsive over time.

**121.** (C) Formal transmission of knowledge via lectures and reading
The academic training strategy relies heavily on the formal, one-way transmission of knowledge through lectures, presentations, and structured

**104.** (B) Support long-term corporate transformation and development
Viewing training as a strategic tool within the Transitional Model means developmental programs primarily aim to support long-term corporate transformation and capacity growth. It transcends resolving minor daily operational errors to focus on building future capabilities. This strategic alignment ensures the workforce is equipped with the advanced skills necessary to implement major structural changes and organizational development initiatives.

**105.** (A) II, I
The Instructional System Development model focuses primarily at the micro-level, detailing precise lesson objectives, step-by-step content creation, and immediate classroom delivery. Conversely, the Transitional Model operates at the macro-level, aligning learning processes with strategic corporate goals, change management, and long-term organizational transformation. Therefore, the sequence from micro to macro focus is ADDIE followed by the Transitional Model.

**106.** (D) It requires measurable objectives before development.
A core characteristic of the Instructional System Development model is requiring clearly defined, measurable learning objectives before training material development begins. This sequential discipline ensures all subsequent content, teaching methods, and evaluation instruments are precisely aligned. By establishing target performance standards early, the model guarantees structured, objective-driven training that can be empirically evaluated for effectiveness.

**107.** (A) Is too rigid and slow in dynamic environments
A common critique of the strict Instructional System Development model is that it can be too rigid, linear, and slow to implement in dynamic business environments. The extensive documentation and sequential phases required can delay critical training delivery. In fast-paced sectors, this slow turnaround makes it challenging to address urgent skill needs or rapidly shifting technical demands.

**108.** (B) It considers environmental and subsystem impacts on training
The System Model differs from traditional ad-hoc training approaches because it actively analyzes environmental factors and subsystem impacts on the learning process. It recognizes that training outcomes are heavily influenced by organizational culture, leadership support, and resource availability. This comprehensive perspective prevents isolated instruction, ensuring developmental activities are integrated with wider institutional structures to sustain learning.

**109.** (B) Measurable
In the SMART criteria for formulating learning objectives, the letter M stands for Measurable. This requirement ensures that training goals are quantified or clearly observable, allowing evaluators to determine precisely if the desired skill change occurred. Measurable objectives establish concrete indicators of success, removing ambiguity from the evaluation process and guiding focused curriculum design.

**110.** (A) Socio-economic
Bloom's Taxonomy divides learning objectives into three primary domains: cognitive, affective, and psychomotor. Socio-economic factors represent external environmental or structural variables rather than core domains of human learning behavior. Focusing on intellectual skills, emotional attitudes, and physical coordination ensures that instructional designs target the complete spectrum of individual learning capabilities within professional development programs.

**111.** (C) Intellectual skills, knowledge, and thinking processes
The Cognitive domain of Bloom's Taxonomy deals primarily with intellectual skills, knowledge acquisition, and critical thinking processes. It ranges from simple recall of facts to complex evaluation and creative synthesis. This domain is essential when designing training programs that aim to improve conceptual understanding, technical knowledge, strategic analysis, and problem-solving capacities within the workforce.

**112.** (D) Evaluation
According to the original formulation of Bloom's Taxonomy in the cognitive domain, evaluation represents the highest level of cognitive skill.

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comprehensible, accessible, and respectful of the learners' capabilities.

**165.** (B) II, III, I
Instructional methods exist along a spectrum of learner engagement. Lectures are highly passive, placing trainees in a receptive role with minimal interaction. Group discussions introduce moderate participation as learners share thoughts verbally. Role playing represents the most active, participatory end of the spectrum, requiring trainees to physically act out scenarios and actively apply behavior on a personal level.

**166.** (C) The audience is highly dispersed geographically and learning is cognitive and factual
Web-based e-learning modules offer highly scalable solutions for organizations with geographically dispersed personnel. This delivery method is ideal when the learning objectives are primarily cognitive, focusing on factual knowledge, policy compliance, or conceptual understanding. However, e-learning is less effective for hands-on motor skills or building interpersonal team dynamics that require physical, real-time collaboration.

**167.** (D) Prioritizing the visual complexity of delivery technology over target learning outcomes
Selecting a training method must always be guided by educational efficacy, budget limits, and audience suitability. Prioritizing advanced, visually complex delivery technology for its own sake is an incorrect criterion that often leads to ineffective learning. Technology must serve as a supportive tool rather than overshadowing the primary learning objectives and the practical needs of the participants.

**168.** (A) Theoretical lecture, practical demonstration, and supervised on-the-job simulation
Mastering complex physical motor skills, like operating heavy agricultural machinery, requires a logical pedagogical progression. Trainees must first acquire foundational cognitive knowledge through a lecture, then observe the correct techniques during a physical demonstration by an expert. Finally, they must engage in supervised hands-on simulation to build muscle memory, operational competence, and critical safety habits.

**169.** (B) The process of strengthening capabilities to set and achieve development objectives over time
Capacity development in agricultural organizations is a comprehensive, continuous process. It focuses on improving the abilities of individuals, organizations, and systems to perform functions, solve problems, and define and achieve sustainable development objectives over time. This concept goes beyond simple task training by fostering adaptability, local ownership, and long-term resilience within the agricultural sector.

**170.** (B) Emphasizes systemic changes, organizational strengthening, and creating enabling environments
While traditional training focuses on building individual skills, capacity development operates on a much broader, systemic scale. It addresses organizational infrastructure, internal workflows, institutional leadership, and the overarching policy environment. This holistic approach ensures that newly trained individuals can actually perform within supportive, functional systems, making development outcomes much more sustainable and impactful.

**171.** (A) Endogenous, driven from within, and fully owned by local stakeholders
Effective capacity development must be an endogenous process that originates from within the target system. Externally imposed programs often fail because they lack alignment with local realities and cultural values. True sustainability is only achieved when local stakeholders drive the planning, implementation, and evaluation processes, cultivating a deep sense of ownership, commitment, and self-reliance.

**172.** (C) Interconnected levels: individual, organizational, and systemic frameworks
The holistic nature of capacity development lies in its recognition of three highly interconnected levels of influence. It addresses individual competencies, organizational structures, and the broader systemic framework of policies and laws. Ignoring any single level undermines the entire system, as individual talent cannot overcome organizational dysfunction, and organizational strength cannot bypass highly restrictive national policies.

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reading materials. This cognitive approach focuses on delivering theoretical concepts and factual information to participants. While highly efficient for covering large amounts of content for large groups, it offers limited opportunities for hands-on skill practice or behavioral modification.

**122.** (D) Disseminating factual scientific data to a large audience
An academic training strategy is highly appropriate when disseminating complex factual scientific data to a large, receptive audience. When the primary learning objective is cognitive awareness or theoretical understanding, structured lectures and readings are extremely efficient. This formal strategy ensures standardized information is delivered systematically, providing a baseline knowledge foundation before practical workshops or field applications begin.

**123.** (A) Enhancing self-awareness and interpersonal dynamics
The laboratory strategy in training focuses primarily on enhancing self-awareness, personal growth, and group interaction dynamics. Often utilizing unstructured environments like T-groups, this approach encourages participants to examine their own behaviors, communication styles, and emotional reactions in real time. It is highly effective for developing leadership, empathy, and collaboration skills within work teams.

**124.** (B) Learning by doing is superior for skill retention
Activity-based training strategies are rooted in the developmental philosophy that learning by doing is superior for skill retention and behavioral change. By engaging participants in hands-on tasks, field practice, and physical exercises, these approaches reinforce theoretical concepts through experience. Active physical involvement builds procedural muscle memory, enhances problem-solving capabilities, and facilitates the immediate transfer of skills.

**125.** (D) A is false but R is true.
The assertion that academic strategies are effective for altering deep-seated attitudes and building teamwork is false, as lectures rarely change emotional behaviors. However, the reasoning is true because academic methods rely on one-way communication to efficiently deliver large volumes of conceptual content. Attitudinal change instead requires experiential, highly interactive, and collaborative training approaches.

**126.** (A) Practical field demonstrations
A prominent example of an activity-based training method is practical field demonstrations. This hands-on technique allows participants to observe a technical skill in real time and then practice it themselves under expert guidance. It bridges the gap between agricultural theory and field application, making it highly effective for teaching technical tasks to farmers and extension workers.

**127.** (C) Laboratory sensitivity strategy
The laboratory sensitivity training strategy carries the highest risk of causing emotional distress if not managed by an expert facilitator. Because this unstructured approach probes deep personal feelings, interpersonal feedback, and group conflicts, it can trigger intense psychological reactions. Maintaining a safe, supportive environment requires advanced therapeutic facilitation skills to prevent conflict and ensure constructive learning.

**128.** (D) Immediate and focused on present behaviors
Within the laboratory strategy, feedback is typically immediate and focused strictly on present behaviors observed during group interactions. This real-time response helps participants understand the direct impact of their communication style and actions on others. By avoiding delayed evaluations or historical issues, this immediate feedback loop facilitates rapid self-awareness, personal growth, and behavioral adjustment.

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**129.** (C) Failing to translate theory into practical skills
The main limitation of the academic training strategy is failing to translate theoretical concepts into practical, job-related physical skills. While highly efficient for conceptual knowledge delivery, lectures and readings provide no opportunity for hands-on practice. Consequently, reliance on this strategy alone can leave trainees unable to perform technical tasks or apply abstract ideas in real-world environments.

**147.** (D) Case Study
The case study method requires trainees to analyze a detailed, real or hypothetical situation to identify problems, analyze relationships, and propose strategic solutions. This active, student-centered approach encourages critical thinking and collaborative discussion. It allows participants to apply theoretical principles to complex real-world scenarios, preparing them to make decisions in their professional roles.

**148.** (A) Analytical, problem-solving, and decision skills
The case study method is highly effective for developing advanced cognitive skills, specifically analytical capacity, problem-solving abilities, and strategic decision-making. By wrestling with complex, realistic scenarios, participants learn to separate critical issues from minor details and weigh alternative actions. This active preparation bridges the gap between conceptual education and practical management demands.

**149.** (C) Practice interpersonal skills and diverse perspectives safely
Role play is a participatory training method designed to allow participants to practice complex interpersonal communication skills and explore diverse perspectives in a safe environment. By enacting realistic workplace scenarios, trainees experiment with different behaviors, receive immediate feedback, and build empathy. This hands-on practice is highly effective for developing soft skills like conflict resolution and customer negotiation.

**150.** (A) Artificially replicating actual work conditions for safe practice
The simulation training method artificially replicates actual work conditions, environments, or equipment operations to allow safe, realistic practice. This high-fidelity technique enables trainees to master complex procedures, navigate critical safety hazards, and make decisions without risking real-world equipment damage or injury. It serves as an essential bridge between conceptual instruction and high-risk field performance.

**151.** (D) Developing self-awareness and interpersonal sensitivity in groups
Sensitivity training, also known as T-group training, focuses on helping participants understand their own behavior and how others perceive them. This method emphasizes group dynamics, interpersonal communication, and self-awareness rather than technical skills. Through open discussion, individuals develop greater empathy, emotional intelligence, and sensitivity to others in a cooperative, unstructured group environment.

**152.** (A) P-3, Q-1, R-4, S-2
Different instructional methods possess distinct characteristics tailored to learning needs. A lecture delivers structured facts through one-way verbal communication. Role playing involves acting out specific interpersonal scenarios to practice behavioral skills. Case studies require analyzing written scenarios to solve complex issues, and simulations replicate real-life operating conditions safely to practice critical procedural tasks.

**153.** (B) Active participation and discussion among the trainees
The case study method relies heavily on active learner participation and peer discussion to analyze complex real-world situations. Rather than passively absorbing information from a lecture, participants must engage in critical thinking, share diverse perspectives, and collaboratively identify problems. This collective interaction transforms the case into an effective vehicle for analytical skill development.

**154.** (B) Lecture
Teaching physical agricultural skills, such as grafting fruit trees, requires highly practical, hands-on instructional methods. Farmers learn best by observing physical demonstrations and practicing the physical motor skills under guided supervision. A passive, theoretical lecture is highly ineffective for this purpose because it lacks the necessary kinesthetic practice and visual demonstration of physical techniques.

**155.** (A) Trainees may feel self-conscious, embarrassed, or fail to take the scenario seriously.
Role playing is highly effective for interpersonal training but presents distinct psychological challenges. Because participants must act out scenarios in front of colleagues, they often feel highly self-conscious, anxious, or embarrassed. This discomfort can lead to resistance or cause trainees to treat the situation superficially, which significantly reduces the overall educational value of the exercise.

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recognized interventions. These tools facilitate open dialogue, diagnose structural issues, and improve collaborative decision-making, while rote memorization of manuals represents an isolated individual task unrelated to systemic development.

**139.** (A) Psychometric testing and personal coaching
Personal development programs frequently utilize psychometric testing and individualized coaching to support employee growth. These diagnostic tools provide deep insights into personal communication styles, cognitive preferences, and emotional strengths. Under the guidance of professional coaches, employees analyze this feedback to build self-awareness, improve interpersonal relations, and develop career plans aligned with their unique potential.

**140.** (B) Self-directed and broader for long-term growth
A key difference between personal development and traditional training is that development is self-directed and broader, focusing on long-term career growth. While training focuses on immediate task mastery and specific job skills, personal development supports the holistic growth of individuals. This forward-looking orientation helps employees build soft skills, leadership potential, and cognitive capabilities vital for future organizational roles.

**141.** (B) Unfreeze, Change, Refreeze
Kurt Lewin's highly influential change model consists of three sequential stages: unfreezing, changing, and refreezing. Unfreezing prepares the organization by breaking down existing status-quo habits. Changing involves implementing new structural behaviors, systems, and processes. Finally, refreezing stabilizes the system, embedding these newly learned practices into the regular organizational culture to ensure long-term sustainability.

**142.** (A) An Organizational Development strategy
Undergoing a complete administrative restructuring to establish a decentralized and participatory system represents implementing an Organizational Development strategy. This comprehensive intervention focuses on modifying institutional structures, leadership styles, and communication channels to enhance agency effectiveness. It goes beyond individual skill training to reform systemic processes and empower staff, driving sustainable organizational transformation.

**143.** (C) Job enrichment and redesign
Job enrichment and job redesign represent classic examples of techno-structural interventions in Organizational Development. These methods involve modifying the actual structures of work and job tasks to increase employee autonomy, variety, and responsibility. By restructuring operational workflows and job roles, organizations improve employee motivation, align tasks with technologies, and enhance overall institutional productivity.

**144.** (D) Helping clients understand and act upon interpersonal and group dynamics
Within organizational development frameworks, Process Consultation focuses on helping clients understand, diagnose, and actively respond to interpersonal and group dynamics. Rather than offering pre-packaged technical solutions, the consultant guides the team to identify their own communication issues and collaborative barriers. This developmental approach builds internal capacity, allowing groups to solve future challenges independently.

**145.** (C) Cognitive method
The traditional lecture method is classified as a cognitive training method because it targets knowledge acquisition and intellectual understanding. It focuses on the structured transmission of theoretical concepts, facts, and guidelines from instructor to passive listener. While highly effective for improving conceptual awareness, it does not involve the physical practice or experiential simulation required for behavioral skills.

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**146.** (B) Covers a large amount of content for large groups quickly
The major advantage of the traditional lecture method is its ability to cover a large amount of content for large groups quickly and cost-effectively. It allows a single expert instructor to deliver standardized technical information, policies, or research findings to many participants simultaneously, establishing a uniform cognitive baseline before starting interactive workshops or hands-on practice sessions.

**130.** (B) Experiential
Using role-play to practice communicating with aggressive farmers falls under an experiential training strategy. This interactive approach allows participants to simulate real-world interpersonal scenarios in a safe environment, exploring different behaviors and emotional reactions. Experiential methods build communication confidence, enhance empathy, and develop practical problem-solving skills through direct experience and immediate feedback from peers.

**131.** (D) Laboratory strategy
The laboratory strategy focuses heavily on the structural and emotional isolation of a small group to analyze their real-time interactions, dynamics, and communication patterns. By removing participants from standard organizational hierarchies and daily routines, this immersive method encourages honest self-reflection and open interpersonal feedback. This isolation is crucial to foster deep personal awareness and build teamwork.

**132.** (A) Activity and development
Action learning bridges activity and development strategies by having participants work on real, pressing organizational challenges while reflecting on their learning. This dual-focus approach combines hands-on problem-solving with structured self-analysis and growth. It ensures that immediate action-oriented tasks generate valuable long-term cognitive capabilities, preparing employees to navigate complex leadership and strategic roles in the future.

**133.** (C) Holistic growth of individual soft skills and career potential
The personal development strategy in training emphasizes the holistic growth of individual soft skills, self-awareness, emotional intelligence, and long-term career potential. Rather than focusing solely on narrow, job-specific technical tasks, this developmental approach supports overall human capability. It empowers employees to set career goals, improve communication, and build resilience, benefiting both individual lives and organizational health.

**134.** (A) Enhanced employee self-efficacy and job satisfaction
An expected outcome of a successful personal development strategy is enhanced employee self-efficacy and job satisfaction. When organizations invest in the holistic growth of their staff, workers feel more confident in their professional abilities and valued by leadership. This boost in motivation improves retention rates, encourages initiative, and fosters a proactive attitude toward lifelong learning.

**135.** (D) Enhance overall effectiveness and health of the organization
Organizational Development strategies primarily aim to enhance the overall long-term effectiveness, health, and adaptability of an entire enterprise. It is a planned, systemic change effort that goes beyond training individuals to focus on restructuring systems, cultural transformation, and team processes. By aligning internal structures with strategic goals, it improves collaborative problem-solving across all departments.

**136.** (B) Planned and managed from the organizational top
Organizational Development interventions are characterized by being carefully planned and actively managed from the organization's executive leadership. While they require broad participation and input from all staff levels, executive sponsorship is critical to secure resources and sustain alignment with strategic goals. This structured approach prevents fragmented changes, ensuring systemic transformations are successfully implemented.

**137.** (C) Change management and culture transformation
Change management and culture transformation serve as core pillars of any Organizational Development strategy. These processes recognize that sustainable institutional improvement requires shifting deep-seated beliefs, communication patterns, and systemic behaviors. Rather than implementing minor technical updates, development focuses on helping workforces adapt to major transitions, reducing resistance, and fostering a collaborative organizational environment.

**138.** (A) I, II, IV and V
Organizational Development strategy utilizes specialized group-level and structural techniques to enhance system performance. Methods like team building, survey feedback, process consultation, and quality circles are widely

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**156.** (C) Encouraging a high quantity of ideas while deferring evaluation and judgment
Brainstorming is designed to stimulate creative thinking and generate a large volume of diverse ideas. The foundational rule of this participatory method is the temporary suspension of all judgment and criticism. By deferring evaluation, participants feel secure sharing unconventional thoughts, which prevents premature rejection of creative concepts and maximizes the overall generation of solutions.

**157.** (D) The specific learning objectives to be achieved (knowledge, skill, or attitude)
Designing an effective training program requires alignment between the instructional strategy and the desired learning outcomes. Before considering factors like technology, facility capacity, or instructor comfort, developers must prioritize the specific learning objectives. Whether the goal is to transmit factual knowledge, develop practical skills, or alter attitudes, the chosen method must support that outcome directly.

**158.** (C) Utilizing participatory methods such as role play or sensitivity training
Altering deep-seated social attitudes, such as perceptions of gender roles, cannot be achieved through passive reading or one-way lectures. It requires active behavioral engagement and self-reflection. Highly participatory methods like role playing and sensitivity training allow participants to experience alternative perspectives, reflect on personal biases, and build empathy, facilitating meaningful behavioral transformation.

**159.** (B) Budgetary limits, time constraints, and available resources
Although learning objectives dictate the ideal training method, practical implementation is always bound by real-world constraints. Program developers must operate within specific budgetary limits, fixed timeframes, and the availability of physical facilities, equipment, and qualified facilitators. These pragmatic considerations limit the feasible delivery methods and shape the final design of the instructional program.

**160.** (D) Lecture / Symposium
Delivering urgent, factual information to a large audience requires an efficient, highly structured communication method. A lecture or symposium is ideal for this scenario because it allows a subject matter expert to convey standardized details to hundreds of participants simultaneously. Active, small-group participatory methods are logistically unfeasible for quickly disseminating policy updates to such large numbers.

**161.** (A) Promote peer learning through seminars, panels, and case discussions
Senior scientific personnel possess extensive specialized expertise and professional experience. Standard didactic lecturing is poorly suited for this highly educated demographic, as it ignores their existing knowledge base. Training programs for experts must utilize collaborative peer-learning methods, such as seminars and case discussions, which encourage active knowledge sharing, mutual respect, and analytical problem-solving.

**162.** (C) Participating in immersive simulations or high-fidelity role play
Managing highly stressful emergency crises requires high psychological fidelity, which replicates the intense pressure of real-life decision-making. Immersive simulations and high-fidelity role playing place trainees in dynamic, unpredictable scenarios that demand rapid, realistic responses. This active experiential learning builds critical confidence and cognitive resilience that passive reading or academic lectures simply cannot provide.

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**163.** (A) Participate actively in the actual or simulated task
Edgar Dale's Cone of Experience classifies educational media and learning methods based on their level of abstraction. The model suggests that learners retain the highest percentage of information when they engage directly in concrete, active experiences. Participating in the actual task or performing a realistic simulation provides multisensory reinforcement, leading to deep cognitive integration and long-term retention.

**164.** (D) Their baseline literacy levels and formal educational backgrounds
Trainee demographics significantly influence the effectiveness of different instructional strategies. A target audience's baseline literacy level and formal educational background are critical factors that determine their ability to process abstract concepts or written materials. Instructors must select methods that match these characteristics, ensuring the delivery is

at multiple intervals, both immediately and long after completion, making the third assertion incorrect. Understanding these dynamics ensures the training model remains highly responsive and systematically integrated.

**96.** (D) Drafting the initial curriculum objectives
Drafting initial curriculum objectives is a planning activity completed during the design phase of training, not a post-training follow-up action. Follow-up activities include supervisor observations, coaching sessions, and participant surveys designed to support and evaluate skills transfer. Mixing planning steps with post-delivery reinforcement represents a fundamental misunderstanding of the systematic training cycle structure.

**97.** (C) An interconnected process of inputs and outputs
The System Model of Training conceptualizes developmental programs as interconnected processes of inputs, throughputs, and outputs. It moves away from viewing instruction as isolated learning events to analyze how organizational resources, training delivery, and workplace environments interact. This holistic perspective ensures training design incorporates constant feedback loops, aligning development with broader institutional changes and performance outcomes.

**98.** (B) Evaluation
In the System Model of Training, evaluation serves as the vital feedback loop that monitors performance and drives continuous improvement. By measuring training outcomes and workplace behavioral changes, evaluation provides key data to refine input quality and instructional processes. This feedback ensures the training system remains aligned with organizational goals and successfully resolves documented skill deficiencies.

**99.** (D) Systematic, step-by-step, and reliant on ongoing evaluation
The Instructional System Development model is highly regarded because it is systematic, step-by-step, and relies on ongoing evaluation. This structured approach ensures instructional designs are thoroughly planned, implemented, and refined based on empirical data. By following logical developmental phases, it guarantees that training programs are aligned with specific learning objectives and successfully address targeted organizational performance needs.

**100.** (A) Instructional System Development Model
The popular ADDIE framework serves as a core representation of the Instructional System Development model. It offers a systematic, sequential approach to designing high-quality training programs, guiding developers through structured, logical stages. By emphasizing alignment and ongoing evaluation, this model ensures instructional interventions are highly effective, measurable, and directly matched to identified organizational performance requirements.

**101.** (C) Analyze, Design, Develop, Implement, Evaluate
The acronym ADDIE stands for Analyze, Design, Develop, Implement, and Evaluate, representing the five essential phases of the classic Instructional System Development model. Each stage builds systematically on the previous one to ensure training program quality. Following this structured pathway helps instructional designers create targeted, effective, and fully measurable educational interventions for diverse organizational workforces.

**102.** (A) P-3, Q-2, R-1, S-4
The ADDIE framework guides training development through distinct, chronological phases. Analysis focuses on identifying performance gaps and audience traits. Design formulates specific learning objectives and instructional strategies. Development creates the actual training materials and media. Finally, Evaluation measures overall program effectiveness. Correctly aligning these phases ensures a highly systematic and successful instructional system design.

**103.** (D) Integrating training with broader organizational strategic objectives
The Transitional Model of training emphasizes integrating educational programs directly with broader organizational strategic objectives. It views employee development not as a isolated classroom exercise, but as a dynamic driver of corporate transformation. By aligning learning interventions with strategic goals, this approach helps organizations manage cultural shifts, execute structural changes, and improve overall long-term institutional competitiveness.

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**173.** (D) Imposition of blueprint solutions from external contexts
Core principles of capacity development emphasize continuous learning, alignment with organizational goals, and deep respect for indigenous knowledge. Imposing rigid, external blueprint solutions violates these principles because it ignores localized context, stifles local innovation, and breeds dependency. Successful interventions must be flexible, participatory, and carefully tailored to the unique conditions of the target environment.

**174.** (C) Recognizing and building upon the foundation of existing, inherent local capacities
The semantic shift from capacity building to capacity development represents an important change in international development philosophy. Rather than assuming a blank slate that requires external construction, capacity development acknowledges and respects existing local capabilities, knowledge, and institutions. The objective is to unlock, release, and build upon these inherent strengths rather than introducing entirely foreign structures.

**175.** (B) Enhancing climate resilience and market adaptability of local farming systems
Agricultural organizations operate in highly dynamic environments shaped by volatile markets and changing climate patterns. Capacity development is essential to equip these institutions and their extension personnel with the analytical skills and flexibility needed to adapt. This systemic strengthening allows organizations to help local farming communities build climate resilience, utilize modern technologies, and access global markets.

**176.** (D) Experiencing high rates of staff turnover and intellectual brain drain
Capacity development is a long-term investment that requires stability to succeed. High rates of staff turnover and intellectual brain drain act as major barriers to this process. When trained personnel leave an organization, they take critical skills and institutional memory with them, forcing the agency to repeatedly restart basic training cycles and stalling organizational growth.

**177.** (A) Systemic and behavioral changes take significant time to embed and sustain.
Capacity development requires a long-term strategic perspective because it targets deep-seated structural, cultural, and behavioral patterns. While technical knowledge can be transmitted quickly, changing organizational workflows, policy frameworks, and professional habits takes years. Short-term, superficial interventions rarely lead to sustainable performance improvements because they do not allow new practices to become fully institutionalized.

**178.** (C) I and III
Capacity development is a continuous, dynamic process of change rather than a single, static event. It relies heavily on active participation from a diverse array of stakeholders to ensure local relevance and ownership. However, it is not synonymous with simple technical training, as it addresses much broader organizational, structural, and policy issues across multiple levels of influence.

**179.** (A) Local stakeholders lead the development process and commit to its success
Ownership is the cornerstone of sustainable capacity development. It means that local stakeholders, rather than external development donors, direct the entire process from planning to execution. When local personnel lead these initiatives, they align them with their actual needs, develop a strong psychological commitment to the outcomes, and ensure that the capacity remains within the organization long-term.

**180.** (D) Conducting a comprehensive capacity assessment to establish a baseline
Initiating a capacity development program without understanding existing strengths and weaknesses often leads to redundant or inappropriate interventions. To ensure efficacy, planners must first conduct a comprehensive capacity assessment. This diagnostic step identifies actual performance gaps, establishes a clear baseline of current capabilities, and guides the strategic design of targeted, context-appropriate interventions across all levels.

**181.** (C) Three
The United Nations Development Programme capacity development framework identifies

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**234.** (B) Job Rotation
Moving an extension worker systematically between different advisory departments, such as crops, livestock, and rural credit, is an example of job rotation. This technique involves laterally transferring employees through a series of pre-planned jobs. It helps prevent boredom, exposes workers to diverse organizational functions, and builds a highly versatile, multi-skilled workforce capable of adaptive assignments.

**235.** (A) II, III, I
The historical evolution of job design began with classical management, which utilized job simplification to maximize efficiency through narrow specialization. To counter the resulting worker boredom, organizations later introduced job enlargement to add lateral tasks. Finally, modern motivational theories led to the development of job enrichment, which vertically loads roles with greater autonomy and responsibility.

**236.** (C) Reduces monotony, broadens employee skills, and increases overall workforce flexibility
The primary benefit of job rotation is its ability to simultaneously support employee development and organizational resilience. By periodically moving workers through different roles, the technique reduces task monotony and stress. It broadens employees' skill sets, gives them a wider understanding of the business, and creates a highly flexible workforce capable of covering critical operational vacancies.

**237.** (D) Financial Remuneration
Hackman and Oldham's Job Characteristics Model identifies five core job dimensions that influence critical psychological states: skill variety, task identity, task significance, autonomy, and feedback. These dimensions focus entirely on the intrinsic structural design of the work itself. Financial remuneration, while important as an extrinsic hygiene factor, is not one of these five core design dimensions.

**238.** (C) The degree to which the job substantially impacts the lives or work of others
In the Job Characteristics Model, task significance refers to the degree to which a job has a substantial, recognizable impact on the lives or well-being of other people. When employees perceive that their work has meaningful consequences for their community or organization, they experience higher levels of work meaningfulness, boosting intrinsic motivation and commitment.

**239.** (B) Experienced responsibility for outcomes of the work
According to the Job Characteristics Model, a job designed with high autonomy grants employees significant freedom, independence, and discretion in scheduling work and determining operational procedures. This structural empowerment leads directly to the critical psychological state of experienced responsibility. When workers feel personally accountable for their work outcomes, they exhibit higher initiative, quality, and motivation.

**240.** (D) Job Enrichment
Job enrichment is a highly demanding technique that verticalizes responsibilities and decision-making power. However, it is likely to fail if the targeted employees lack the necessary technical skills, cognitive capabilities, or growth-need strength. Workers who prefer simple, structured tasks or lack self-confidence may feel overwhelmed, stressed, and frustrated by the sudden demand for self-direction.

**241.** (A) Discussion of an emotional problem to help an employee cope effectively
Employee counseling in the workplace is a supportive, interpersonal process. It involves a systematic discussion focused on an emotional or personal problem to help the employee cope effectively. Rather than focusing on technical training or disciplinary actions, counseling aims to reduce psychological stress, restore mental well-being, and help workers regain their productivity and focus.

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**242.** (C) A developmental, long-term relationship focused on overall career and personal growth
Mentorship is fundamentally distinct from standard supervisory management. While supervision focuses on short-term task monitoring, performance evaluation, and organizational compliance, mentorship is a developmental, long-term relationship. It focuses on the mentee's overall career advancement, personal growth, and professional identity, operating outside the boundaries of formal, daily administrative reporting hierarchies.

**243.** (A) Listening, analyzing the problem, and actively advising the employee on what to do
The directive approach to employee counseling is counselor-centered. In this method, the counselor actively listens, diagnoses the emotional or

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institutions and the citizens they serve, organizations build public trust, improve service delivery quality, and ensure the long-term sustainability of capacity outcomes.

**190.** (C) It drives change management, inspires shared visions, and navigates complex political contexts
Leadership is a critical driver of capacity development in the United Nations Development Programme framework. Far from being a passive administrative role, leadership is essential for managing change, inspiring a shared institutional vision, and navigating complex political landscapes. Strong leaders champion reform efforts, motivate employees, and protect development initiatives from external political or economic disruptions.

**191.** (B) Adaptive management, operational flexibility, and continuous engagement of key stakeholders
Implementing capacity development requires moving away from rigid, predetermined plans. Because organizations operate in complex, unpredictable environments, success demands adaptive management, operational flexibility, and the continuous engagement of key stakeholders. This responsive approach allows project managers to modify activities based on real-time feedback, unexpected challenges, or emerging opportunities, securing the initiative's relevance.

**192.** (A) Both A and R are true and R is the correct explanation of A.
The enabling environment represents the most critical level of capacity because it dictates the boundaries of performance. No matter how competent individuals are, or how well-structured an organization is, they will fail to deliver results if they are blocked by corrupt institutional frameworks, bad laws, or highly restrictive national policies. Systemic support is fundamental for localized success.

**193.** (A) Core skills, personal experience, knowledge, and motivation of individual people
The individual level of capacity development focuses on the personal competencies of human resources. This includes the technical skills, scientific knowledge, professional experience, and motivation of individual workers. Interventions at this level seek to improve personal performance, enabling employees to execute their specialized tasks efficiently and contribute to the broader goals of their respective organizations.

**194.** (C) Improving internal human resource systems, workflows, and incentives within the extension agency
Organizational-level capacity development focuses on internal structures and management practices. Improving human resource systems, streamlining communication workflows, and designing effective employee incentives are classic interventions at this level. These changes ensure that the organization can effectively coordinate its personnel, manage institutional knowledge, and execute its public service mandates without administrative bottlenecks or high staff turnover.

**195.** (A) The broader system of policies, laws, and socio-cultural norms shaping organizational function
The enabling environment, or systemic level, represents the broadest context of capacity. It refers to the political, legal, regulatory, and socio-cultural frameworks that govern how organizations and individuals operate. This includes national agricultural policies, land tenure laws, civil service regulations, and societal norms that either facilitate or restrict institutional development and performance.

**196.** (D) An agency blocked from implementing programs due to legally restricted national budget funds
A failure at the enabling environment level is characterized by macro-level barriers that restrict operations. When an agricultural agency is blocked from implementing field programs due to legally restricted national budget allocations, the issue is systemic. This structural constraint cannot be solved by individual skill training or internal office reorganization, requiring policy-level reform instead.

**197.** (B) Targeted training, personalized coaching, mentoring, and formal education
Interventions targeting individual-level capacity seek to enhance personal competence, knowledge, and motivation. These are most commonly delivered through classroom training, personalized coaching, career mentoring, and formal academic education. By focusing directly on the person, these methods improve technical proficiency, analytical abilities, and leadership

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three distinct, highly nested levels of capacity. These levels comprise the individual level, the organizational level, and the enabling environment level. Sustainable progress requires systematic interventions that target all three areas, recognizing that individual skills and organizational performance are heavily shaped by the surrounding policy and institutional framework.

**182.** (C) Engage stakeholders on capacity development
The United Nations Development Programme structures capacity development as an iterative five-step cycle. The essential first step of this cycle is engaging stakeholders on capacity development. This initial engagement builds trust, ensures participatory representation, establishes political consensus, and secures local commitment, which are absolutely vital for the success of the subsequent assessment and implementation phases.

**183.** (B) Institutional arrangements
The United Nations Development Programme capacity assessment framework focuses on several core institutional issues. Among these, institutional arrangements are central to analysis. This involves examining the official rules, internal structures, coordination mechanisms, and decision-making workflows within organizations. Strengthening these structural frameworks ensures that human resources are deployed efficiently to achieve development targets.

**184.** (A) Cyclical, iterative process of continuous improvement
The United Nations Development Programme rejects the idea that capacity development is a rigid, linear process with a fixed end point. Instead, it is conceptualized as a cyclical, iterative process of continuous improvement. Feedback from monitoring and evaluation must constantly inform and refine ongoing strategies, allowing organizations to adapt dynamically to changing external pressures and evolving institutional needs.

**185.** (B) Training Need Assessment (TNA)
Assessing capacity assets and needs in the United Nations Development Programme framework is analogous to a training need assessment in instructional design. Both processes are essential diagnostic exercises designed to identify performance gaps before choosing interventions. This systematic analysis ensures that development strategies address actual institutional deficiencies rather than relying on unfounded assumptions or generic templates.

**186.** (B) A strong accountability and monitoring framework
Sustaining capacity outcomes over time requires robust governance mechanisms. The United Nations Development Programme emphasizes that a strong accountability and monitoring framework is essential. This structure ensures that organizations remain transparent, track their performance progress systematically, and stay responsive to their stakeholders. Without clear accountability, capacity development initiatives often lose strategic direction, leading to wasted resources.

**187.** (A) Developing nations sharing knowledge, skills, and good practices with each other
South-South cooperation is a key principle of the United Nations Development Programme framework. In capacity development, this means developing nations actively share knowledge, skills, and effective practices with one another. Because these countries often face similar economic, social, and environmental challenges, their solutions are highly compatible and cost-effective, bypassing the limitations of inappropriate Western-centric models.

**188.** (C) Defining indicators of success and selecting appropriate targeted interventions
In the United Nations Development Programme cycle, formulating a capacity development response translates assessment findings into action. This phase requires defining clear, measurable indicators of success and selecting targeted, context-specific interventions. By establishing these parameters early, planners ensure that the capacity development program remains goal-oriented, manageable, and highly evaluable during its implementation phase.

**189.** (D) Strengthening transparency, public voice, and stakeholder responsiveness mechanisms
According to the United Nations Development Programme, addressing accountability goes beyond simple legal compliance. It requires strengthening transparency, encouraging public voice, and building robust stakeholder responsiveness mechanisms. By creating open channels of communication between public

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skills, placed in the right positions, at the right time. This alignment prevents costly labor shortages or surpluses, optimizing organizational productivity and operational efficiency.

**207.** (B) Ratio-Trend Analysis
Ratio-trend analysis is a quantitative technique used to forecast human resource demand. This method calculates future staffing needs by analyzing the historical ratio between a business factor, such as agricultural output or customer volume, and the number of employees required. This mathematical approach provides a standardized, data-driven projection, distinct from qualitative expert consensus methods.

**208.** (D) An expert panel reaching a consensus through anonymous iterative estimates
The Delphi technique is a qualitative forecasting method used to predict long-term human resource needs. It involves assembling a panel of independent experts who provide anonymous, written estimates and opinions. A facilitator aggregates these responses and shares summaries with the panel over several iterative rounds, allowing the experts to reach a reliable consensus without peer pressure.

**209.** (A) Initiating targeted recruitment and training programs
When an organization's manpower planning process forecasts a labor deficit, proactive steps are necessary to bridge the gap. Initiating targeted recruitment drives and comprehensive training programs allows the agency to attract and develop qualified personnel. This strategic approach ensures the workforce has the specific competencies required to meet future operational demands and achieve organizational goals.

**210.** (C) Potential candidates available to fill key positions if they become vacant
A replacement chart is an essential human resource planning tool that visually charts organizational succession. It displays key managerial positions, the current incumbents, and potential internal candidates who are ready to step into those roles if vacancies occur. This chart also tracks each candidate's readiness level and training needs, ensuring continuous operational stability.

**211.** (A) Dividing the total workload by the average output capacity of an individual worker
Work-load analysis is a quantitative manpower planning technique used to determine required staffing levels. It calculates human resource needs by dividing the total estimated workload of the organization by the average output capacity of a single employee. This analytical approach ensures that staffing levels are directly aligned with the actual volume of work that must be completed.

**212.** (D) Executing promotions and transfers from within the agency
Organizations can source manpower from either internal or external labor pools. Executing internal promotions, lateral transfers, and demotions utilizes the existing workforce to fill job vacancies. Relying on these internal supply sources boosts employee morale, reduces recruitment costs, and shortens onboarding times, as current workers are already familiar with organizational culture and workflows.

**213.** (B) Rapid technological changes such as digital agriculture and automated systems
Technological advancement is a powerful driver of manpower demand in modern agriculture. The rise of digital farming, precision technologies, and automated machinery shifts the skills required by the workforce. Rather than hiring manual laborers, agencies must forecast demand for personnel skilled in data analysis, drone piloting, and automated systems management, altering human resource strategies.

**214.** (C) Markov Analysis
A transition probability matrix is the core mathematical tool used in Markov analysis. In human resource planning, this matrix calculates the historical probability that employees will stay in their current roles, get promoted, transfer laterally, or exit the organization. This probabilistic model allows human resource professionals to forecast future internal personnel supply with high accuracy.

**215.** (D) Implementing retraining, redeployment, or voluntary retirement schemes
When technological automation creates a surplus of personnel, ethical human resource management requires minimizing negative impacts on employees. Implementing targeted retraining programs allows staff to acquire new

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skills, facilitating lateral redeployment into high-demand areas. Additionally, offering voluntary retirement schemes provides a compassionate, non-coercive method to reduce staff size while maintaining overall organizational morale.

**216.** (A) The overarching strategic objectives and business plans of the organization
Strategic human resource planning cannot occur in isolation from the broader organization. It must be directly linked to the overarching strategic objectives and long-term business plans of the institution. This integration ensures that all recruitment, training, and retention programs are designed specifically to support the future direction, growth, and operational needs of the enterprise.

**217.** (B) Clarify a role's duties and its relationships with other organizational roles
The Role Analysis Technique is a structured intervention designed to clarify professional expectations. It involves a systematic discussion where a focal role occupant and members of their role set collaborate to define job duties, responsibilities, and operational relationships. This collaborative process eliminates job confusion, reduces overlapping efforts, and improves teamwork across different departments.

**218.** (B) III only
Udai Pareek's framework defines role efficacy as the potential effectiveness of an individual in their role. It comprises positive dimensions like centrality, proactivity, and integration, which enhance personal and organizational performance. Role stagnation, however, is a negative psychological state and a source of role stress, making it an incorrect positive dimension of role efficacy.

**219.** (A) Integration
In Udai Pareek's role efficacy model, integration refers to the perceived harmony between an individual's personal strengths and their professional role. When employees feel they can use their specialized knowledge, unique talents, and personal skills in their daily work, integration is high. This alignment increases job satisfaction, deepens emotional commitment, and boosts overall performance efficacy.

**220.** (C) Efficacy is significantly higher when employees can design and innovate within their roles
Role efficacy differentiates between passive role taking and active role making. Role taking occurs when an employee simply accepts rigid, pre-defined tasks. Role making involves active innovation, customization, and personal design within the role boundaries. Efficacy is significantly higher when employees can shape their roles, as it fosters autonomy, creativity, and a stronger sense of ownership.

**221.** (D) The specific role currently being analyzed by the role set members
In the Role Analysis Technique, the focal role refers to the specific position currently undergoing systematic analysis. The process engages the focal role occupant and their role set members, who interact with the position. Together, they dissect the focal role's expectations, resolve performance ambiguities, and document its key relationships within the organizational structure.

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**222.** (C) Superordination
Superordination is a vital dimension of Udai Pareek's role efficacy framework. It refers to the employee's perception that their individual role contributes directly to a larger, highly meaningful cause that extends beyond the organization itself. For agricultural extension workers, knowing their daily field activities directly improve national food security or elevate impoverished farmers provides powerful superordinate motivation.

**223.** (B) Clearer mutual understanding of expectations among role set members
The primary objective of the Role Analysis Technique is to resolve interpersonal ambiguities and misalignments in the workplace. The most direct outcome of a successful session is a clearer, mutually agreed-upon understanding of operational expectations among all members of the role set. This clarity minimizes conflict, enhances cooperative workflows, and improves overall job satisfaction and performance.

**224.** (D) There is a lack of clear information regarding role expectations and authority
Role ambiguity is a common source of workplace stress that occurs when there is a severe lack of clear information regarding a position's responsibilities, boundaries, and decision-making authority. When employees are uncertain

about what is expected of them or how their performance is evaluated, they experience anxiety, which reduces work efficiency and lowers organizational commitment.

**225.** (A) Receiving incompatible expectations from different role senders
Role conflict arises when an individual is subjected to incompatible expectations, demands, or pressures from different members of their role set. For instance, an extension agent might face pressure from supervisors to complete administrative paperwork while farmers demand continuous field visits. Fulfilling one expectation makes it impossible to satisfy the other, causing psychological stress.

**226.** (C) Empower the employee with direct decision-making authority and autonomy
The dimension of influence in role efficacy refers to an employee's perception that they can make a meaningful impact on decisions within their workspace. To enhance this efficacy, organizations must move away from micromanagement and empower employees with direct decision-making authority and operational autonomy. This trust boosts confidence, encourages proactive problem-solving, and increases commitment.

**227.** (A) Actively collaborating and building synergy between different roles
Inter-role linkage is a critical dimension of role efficacy that highlights the value of cross-functional collaboration. It refers to the connection and synergy established between different roles within an organization. By actively collaborating and building strong linkages with other positions, employees avoid isolation, improve information sharing, and enhance the overall problem-solving capacity of the institution.

**228.** (D) Extension roles span boundaries and deal with multiple stakeholder expectations
Role analysis is exceptionally beneficial in agricultural extension because extension agents are classic boundary spanners. They operate at the intersection of diverse groups, including government departments, scientific research institutions, private corporations, and local farming communities. Managing these multiple, often conflicting stakeholder expectations requires the structural clarity and consensus that only systematic role analysis provides.

**229.** (B) Structuring work, tasks, responsibilities, and specific job methods
Job design is the systematic process of structuring work, tasks, and responsibilities into a cohesive unit of employment. It defines what tasks must be performed, how they should be carried out, and the relationships between different roles. Well-designed jobs balance the operational needs of the organization with the motivational and physical needs of employees.

**230.** (C) Job Enlargement
Job enlargement is a job design technique used to combat monotony by increasing the variety of tasks associated with a position. It involves adding more duties at the same level of difficulty and responsibility, without changing the job's vertical authority. This expansion provides a wider range of activities, helping to maintain employee interest and focus.

**231.** (D) Horizontal loading
Job enlargement is often referred to as horizontal loading because it expands the scope of a job laterally. This technique simply adds more tasks of a similar nature and level of responsibility to an existing role. It does not increase the depth of the job or grant additional decision-making power, which differentiates it from vertical loading.

**232.** (A) Adding greater autonomy, responsibility, and decision-making power to the job
Based on Herzberg's Two-Factor Theory, job enrichment is a motivational job design technique. It focuses on vertical loading, which means adding greater autonomy, challenge, personal responsibility, and decision-making authority to a position. By giving employees more control over how they plan, execute, and evaluate their work, organizations satisfy intrinsic needs for growth and achievement.

**233.** (B) Vertical loading
Job enrichment is characterized by vertical loading, which deepens the job profile rather than just widening it. This design approach grants employees higher-level responsibilities, greater operational autonomy, and direct control over their tasks. By encouraging self-regulation and personal growth, vertical loading addresses intrinsic motivational factors, leading to higher job satisfaction and superior overall performance.

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skills, forming the foundation of overall institutional capability.

**198.** (C) Organizational
Rewriting an extension agency's mission statement and updating its standard operating procedures directly targets the organizational level of capacity development. These activities focus on the internal systems, guidelines, and structural processes that govern how the agency coordinates its resources and staff. Clarifying these operational frameworks improves administrative efficiency, decision-making consistency, and service delivery.

**199.** (D) They are mutually reinforcing; trained individuals require functional organizations to succeed
Synergy among the three levels of capacity development highlights their deep interdependence. Individuals who receive excellent technical training require supportive, functional organizational workflows and equipment to apply their skills. Likewise, organizations need a supportive, legally stable enabling environment to perform. Thus, interventions across all three levels are mutually reinforcing and crucial for sustainable developmental impact.

**200.** (A) Enabling Environment Level
Altering deep-seated cultural perceptions regarding women's land ownership rights targets the enabling environment level. Cultural norms, values, and informal societal laws shape the systemic context in which organizations and individuals function. Interventions at this macro level seek to eliminate systemic gender biases, creating an equitable, enabling environment that supports inclusive agricultural development and social justice.

**201.** (B) Enabling Environment Level
The enabling environment level of capacity development is typically the hardest to change and requires the longest timeframe. This level involves shifting national laws, political structures, institutional policies, and deeply ingrained socio-cultural norms. Unlike training individuals or restructuring an office, modifying these macro-level systemic frameworks requires extensive political consensus, public advocacy, and long-term societal transformation.

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**202.** (B) Macro level systemic issues directly paralyze organizational and individual capacities
Capacity assessments frequently reveal that performance bottlenecks are not isolated to individual skill deficits. Instead, macro-level systemic failures, such as poor national policies or inadequate legal frameworks, directly paralyze organizational efficiency and individual performance. Understanding these linkages prevents planners from wasting resources on repetitive technical training when the root problems require policy-level interventions.

**203.** (A) Knowledge management systems and competitive retention strategies like clear career paths
Retaining capacity within an organization depends heavily on preserving institutional memory and keeping talented personnel. This requires robust knowledge management systems to document operational practices and competitive retention strategies, such as transparent career paths and fair incentive structures. Without these systems, valuable expertise is quickly lost to external organizations, eroding the agency's capacity.

**204.** (C) Organizational level
When an exceptionally trained employee returns to a department lacking operational equipment, budget support, or encouraging leadership, the failure resides at the organizational level. The individual possesses the necessary skills, but the internal system is incapable of utilizing them. This highlights the futility of individual training in the absence of corresponding organizational strengthening and support.

**205.** (D) P-2, Q-1, R-4, S-3
Manpower planning relies on diverse analytical tools to balance human resources. Demand forecasting estimates future staffing needs, while supply forecasting projects staff availability. Markov analysis uses probability matrices to track internal employee movement between roles over time. Finally, a skills inventory maintains a comprehensive database of current employees' experiences, qualifications, and capabilities.

**206.** (C) The right people with the right skills in the right places at the right time
Manpower planning, or human resource planning, is a strategic organizational process. Its primary objective is to ensure that the institution has the right number of people, possessing the right

professional problem, and provides direct advice, guidance, and solutions to the employee. This approach is highly efficient when the employee requires clear, immediate direction or lacks the capacity to analyze the situation independently.

**244.** (D) Providing a supportive space for employees to discuss and find their own solutions
The non-directive approach to counseling, pioneered by Carl Rogers, is client-centered. It relies on the counselor providing an empathetic, non-judgmental environment where the employee feels safe to express emotions. Instead of offering direct advice or solutions, the counselor uses active listening to guide the individual toward discovering their own insights and practical resolutions.

**245.** (B) Mutual trust, respect, and confidentiality
A successful mentoring relationship is built on a foundation of mutual trust, deep respect, and strict confidentiality. Without these supportive qualities, the mentee will not feel secure sharing professional vulnerabilities, anxieties, or long-term career aspirations. This psychological safety allows for honest feedback, constructive coaching, and meaningful developmental growth over a sustained period.

**246.** (C) A sponsor advocates for the employee's career advancement and promotion
While mentors provide career guidance, emotional support, and skills development, sponsors play a highly active role in an employee's structural advancement. A sponsor is typically a senior executive who uses their personal organizational influence, power, and credibility to advocate directly for the employee's promotion, high-profile project assignments, and visibility within the firm.

**247.** (D) A junior employee mentors a senior colleague in areas like new technologies
Reverse mentoring is an innovative practice that flips the traditional generational hierarchy. It occurs when a junior or younger employee acts as a mentor to a senior executive or colleague. This relationship typically focuses on emerging technologies, digital trends, social media, or modern cultural perspectives, bridging knowledge gaps and fostering mutual understanding across generations.

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**248.** (A) I, II, III and V
Counseling and mentoring are crucial developmental practices that share several characteristics, including the need for active listening and strict confidentiality. Counseling is typically reactive and problem-focused, addressing immediate emotional distress. Mentoring is future-focused and proactive, targeting long-term career growth. Neither, however, is a formal disciplinary process, which distinguishes them from punitive measures.

**249.** (B) Eclectic/Participative counseling
Eclectic or participative counseling is a flexible approach that blends both directive and non-directive techniques. Rather than adhering strictly to a single methodology, the counselor adapts the strategy based on the unique needs of the employee and the specific situation. This balanced approach combines active listening with structured guidance, ensuring highly customized and effective support.

**250.** (B) Employee Counseling
When extension agents experience extreme stress due to family or personal issues that degrade their field performance, they require emotional support rather than technical training. Employee counseling is the most appropriate intervention in this situation. It provides a confidential, empathetic space to address emotional struggles, helping the worker regain psychological balance and performance capability.

**251.** (A) Separation
The mentoring process comprises distinct phases of relationship evolution. The separation phase represents a critical transition where the established, intense developmental relationship undergoes structural changes. As the mentee becomes increasingly competent and independent, the frequency of guidance decreases. This allows the junior colleague to operate autonomously, preparing them for a peer-level professional relationship.

**252.** (C) Privacy and confidentiality are breached.
The efficacy of workplace counseling is entirely dependent on trust. If privacy and confidentiality are breached, the entire process is severely undermined. Employees will refuse to share their emotional struggles or personal problems if they fear disclosure to management or peers. Maintaining strict confidentiality is essential

to protect the employee's dignity and ensure a supportive environment.

**253.** (D) Shared between the individual employee and the employing organization
Career development is not a unilateral responsibility. It is a collaborative process shared between the individual employee and the employing organization. While the individual must identify personal goals, seek learning opportunities, and plan their career path, the organization must provide supportive structures, transparent development programs, mentoring, and clear internal advancement pathways.

**254.** (C) Self-perceived talents, motives, and values that guide personal career choices
Edgar Schein's concept of career anchors refers to a person's self-perceived talents, core motives, and foundational values that guide their career decisions. Formed during early work experiences, these anchors represent the essential needs that an individual will not sacrifice when forced to make a career choice, serving as a guiding compass throughout their professional life.

**255.** (B) Work that allows them to define their own methods, pace, and schedule
An individual with a strong autonomy and independence career anchor values freedom above all else. They are highly demotivated by rigid bureaucratic rules, constant supervision, or standard corporate schedules. Instead, they thrive in roles that grant them the flexibility to define their own working methods, paces, and daily schedules, allowing them to work self-sufficiently.

**256.** (D) Physical Stamina
Edgar Schein's research identifies eight core career anchors that drive professional motivation: technical/functional competence, general managerial competence, autonomy/independence, security/stability, entrepreneurial creativity, service/dedication to a cause, pure challenge, and lifestyle. Physical stamina is a personal physiological trait rather than a cognitive career anchor, making it the correct option that is not part of the model.

**257.** (A) Technical/Functional Competence
An extension scientist who declines a high-level administrative promotion to remain active in field research is guided by the technical/functional competence career anchor. This individual derives their professional identity and satisfaction from mastering their specific scientific domain. They avoid management roles that distance them from their hands-on work, preferring advancement pathways that reward technical excellence.

**258.** (C) The personal process of identifying individual career goals and pathways
Career planning is primarily an individual, self-reflective process. It involves a person assessing their own skills, values, and career anchors to establish realistic professional goals and outline the pathways to achieve them. This differs from career management, which refers to the structural systems and policies that organizations use to track, develop, and align their workforce.

**259.** (A) The logical sequence of positions through which an employee can progress
A career path represents the structured, logical sequence of jobs, roles, and positions through which an employee can progress within an organization over time. By defining these pathways clearly, institutions show employees their potential advancement opportunities, which helps align individual developmental goals with the strategic succession planning needs of the overall organization.

**260.** (D) Exploration
The exploration stage is the initial phase of career development. Typically occurring during late adolescence and early adulthood, this stage is characterized by exploring different professional fields, completing formal education, and entering the workforce. Individuals in this phase seek to understand their career interests, test initial job matches, and establish a foundational professional identity.

**261.** (B) Maintenance
The mid-career crisis typically occurs during the maintenance stage of career development. During this phase, which spans middle adulthood, individuals often experience a period of self-assessment. They may realize they will not achieve all their initial aspirations, leading to feelings of stagnation or frustration. Managing this phase requires organizations to offer new challenges or horizontal transitions.

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**262.** (C) Working in extension to improve the livelihoods of impoverished farmers
Individuals anchored by service and dedication to a cause are motivated by values rather than power or financial gain. They want their work to contribute to a greater social good. In agriculture, this translates to a strong desire to work in extension programs that directly improve the food security and livelihoods of impoverished farming communities.

**263.** (D) The likelihood of receiving further upward promotion becomes very low
Career plateauing occurs when an employee reaches a point in their professional life where the probability of receiving further upward promotion is extremely low. This can occur due to structural limitations within the organization or a mismatch in skills. Although performance may remain high, the lack of advancement opportunities can lead to stagnation if unmanaged.

**264.** (A) Offer horizontal moves, job enrichment, or mentoring roles
To manage a plateaued but high-performing employee, human resource managers should implement creative non-promotional strategies. Offering horizontal transfers exposes the worker to new operational areas, while job enrichment adds depth and challenge to their current role. Additionally, assigning them as mentors to junior staff utilizes their extensive experience, maintaining motivation and productivity.

**265.** (B) Systematically evaluating an employee's performance and future potential
Performance appraisal is a structured human resource practice. It involves systematically evaluating an employee's job performance against established standards, documenting achievements, and assessing their future developmental potential within the organization. This formal evaluation process serves as the foundation for administrative decision-making, training need identification, and career development planning.

**266.** (B) Provide a basis for salary increments, promotions, and terminations
Performance appraisal data serves both developmental and administrative purposes. The primary administrative use of these evaluations is to provide a structured, objective basis for making critical employment decisions. This includes determining annual salary increments, selecting candidates for internal promotions, identifying individuals for lateral transfers, or initiating formal separation and termination procedures.

**267.** (A) The employee's supervisor, peers, subordinates, and clients
The 360-degree appraisal is a comprehensive evaluation method that gathers performance feedback from multiple sources surrounding the employee. This includes evaluations from the immediate supervisor, peer colleagues, direct subordinates, and sometimes external clients. Collecting these diverse perspectives provides a well-rounded assessment, reducing personal bias and offering deep insights into interpersonal skills.

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**268.** (C) Joint goal-setting and evaluating performance against those specific goals
Management by Objectives is a structured appraisal method popularized by Peter Drucker. It focuses on collaborative, joint goal-setting between the supervisor and the employee at the start of the evaluation period. Performance is then measured directly against these pre-defined, measurable objectives, which aligns individual efforts with the broader strategic goals of the organization.

**269.** (D) Behaviorally Anchored Rating Scales
BARS stands for Behaviorally Anchored Rating Scales. This advanced performance appraisal method combines the quantitative benefits of a traditional graphic rating scale with the qualitative, descriptive depth of critical incidents. By anchoring specific numeric ratings with concrete examples of actual workplace behaviors, BARS minimizes subjective rater bias and improves assessment reliability.

**270.** (C) Anchors ratings with specific, observable behavioral examples of performance
The high reliability of Behaviorally Anchored Rating Scales stems from its structured design. Instead of using vague terms like "excellent" or "poor," the scale anchors each rating level with highly specific, observable behavioral examples of job performance. This clear framework helps evaluators make objective assessments based on actual behavior rather than personal impressions.

# CHAPTER 05

# Research Methodology in Extension Education

2023

**1.** What is epistemology in the context of scientific research?
(A) The study of valid knowledge and how it is acquired
(B) The ethical guidelines governing social experiments
(C) The measurement of ontological variables in statistics
(D) The physical environment where research is conducted

2008

**2.** Consider the following statements regarding stages of social research in extension:
I. Data collection always precedes hypothesis formulation.
II. Defining the research problem is the foundational step.
III. Reporting follows data analysis and interpretation.
Which of the statements given above are correct?
(A) I and II
(B) II and III
(C) I
(D) III

2014

**3.** Which philosophical approach posits that genuine knowledge is derived from empirical observation and the natural sciences?
(A) Positivism
(B) Constructivism
(C) Interpretivism
(D) Pragmatism

2005

**4.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The scientific method relies heavily on empirical verification rather than intuition.
**Reason (R) :** Empirical verification allows research findings to be objectively tested and replicated by others.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2004

**5.** Basic research in agricultural extension is primarily conducted to:
(A) Solve immediate, specific field problems faced by farmers
(B) Formulate new theories and expand the existing knowledge base
(C) Evaluate the socioeconomic impact of a completed extension program
(D) Modify a specific farming technology for local climate adaptation

2014

**6.** Match the research types in List I with their primary focus in List II:
**List I :** (Research Type)
P. Action Research
Q. Applied Research
R. Evaluative Research
S. Exploratory Research
**List II :** (Primary Focus)
1. Assessing the effectiveness of a program
2. Immediate problem solving in a local context
3. Solving practical, broader domain problems
4. Investigating a problem with little past data
(A) P-2, Q-3, R-1, S-4
(B) P-3, Q-2, R-4, S-1
(C) P-1, Q-4, R-2, S-3
(D) P-4, Q-1, R-3, S-2

2006

**7.** Which of the following is an INCORRECT statement regarding the deductive approach in social research?
(A) It begins with a general theory and moves towards specific observations.

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summative evaluations often focus on immediate post-test scores or learner satisfaction, impact assessments analyze long-term, systemic changes. This includes measuring shifts in organizational productivity, community economic development, or regional agricultural practices that can be attributed to the training intervention.

**281.** (B) Impact assessment
Measuring the reduction of regional pesticide usage two years after training farmers in integrated pest management is an impact assessment. This evaluation targets long-term, high-level environmental and behavioral outcomes within the broader community. It moves beyond immediate classroom learning to assess whether the training actually solved the real-world ecological problem it addressed.

**282.** (B) How the training was planned, implemented, delivered, and managed
Process evaluation focuses on analyzing the operational aspects of a training program. Rather than measuring final learning outcomes or business results, it examines how the training was planned, managed, and delivered. This includes reviewing curriculum adherence, logistical efficiency, trainer performance, and resource utilization, ensuring the program was executed as designed.

**283.** (A) Formative Evaluation
Conducting a mid-term review of an ongoing foundation training course is an example of formative evaluation. Because the program is still active, gathering feedback from struggling trainees allows instructors to make immediate, real-time adjustments to the curriculum. This supportive intervention ensures that the remaining instructional delivery is tailored to meet the learners' actual needs.

**284.** (C) Impact/Summative Evaluation
To justify funding to skeptical government policymakers, planners must provide concrete evidence of program efficacy. Impact and summative evaluations are critical for this purpose because they measure the final, tangible outcomes of the training, such as increased agricultural productivity. This objective data demonstrates the program's return on investment, securing long-term financial support.

**285.** (A) Both A and R are true and R is the correct explanation of A.
Formative evaluation is highly valuable for training designers because it provides continuous, active feedback during the developmental phase of a program. This ongoing diagnostic information allows designers to refine and correct instructional materials, delivery strategies, and activities immediately, ensuring the final training package is highly effective and aligned with the learning objectives.

NODIA

**286.** (C) Knowledge acquisition from the training
A pre-test/post-test evaluation design is a structured methodology used to measure immediate cognitive development. By administering identical tests before and after the instruction, evaluators isolate the exact knowledge, concepts, and technical facts acquired by the participants during the training. This direct measure demonstrates the cognitive efficacy of the training program.

**287.** (B) Reaction Evaluation
Evaluating whether the training facility was comfortable, the equipment functioned, and the catering was adequate falls under reaction evaluation. This basic level of assessment measures the participants' immediate feelings, satisfaction, and perceptions of the training environment. While useful for improving logistics, positive reactions do not guarantee that actual learning or behavioral change occurred.

**288.** (D) Isolating training effects from external factors causing change
The biggest challenge in conducting an impact assessment is the problem of attribution. Evaluators must isolate the positive changes observed in the field, such as increased crop yields, from external confounding factors like favorable weather or market shifts. Proving that the progress was directly caused by the training requires sophisticated research designs.

**289.** (A) Reaction
Kirkpatrick's Four-Level Model is the standard framework for evaluating training programs. Level 1 is Reaction, which measures how the trainees felt about the training experience. This includes assessing their satisfaction with the instructor, course content, facilities, and overall relevance. Gathering this immediate feedback

(D) P-2, Q-1, R-4, S-3

2017

**17.** The process of funneling a broad research area into a specific, testable question is known as:
(A) Problem delineation
(B) Data triangulation
(C) Hypothesis testing
(D) Measurement scaling

2006

**18.** Arrange the steps of formulating a research problem in the correct order:
1. Identify a broad field of interest
2. Dissect the broad area into sub-areas
3. Select the most relevant sub-area
4. Raise specific research questions
5. Formulate the objectives

(A) 1, 3, 2, 5, 4
(B) 1, 2, 3, 4, 5
(C) 2, 1, 3, 5, 4
(D) 1, 2, 4, 3, 5

2008

**19.** Which pair correctly matches the component of a problem statement with its purpose?
(A) Scope - Defines the boundaries of the study
(B) Rationale - States the statistical tools to be used
(C) Objective - Reviews the past literature
(D) Limitation - Formulates the hypothesis

2023

**20.** If an extension researcher selects a problem based solely on personal convenience rather than field relevance, the most likely outcome is:
(A) Exceptionally high external validity
(B) Low practical utility for farmers
(C) Significantly increased statistical power
(D) Flawless and robust internal validity

2012

**21.** A formal statement detailing the specific goals the researcher intends to achieve is called:
(A) Theoretical framework
(B) Research objective
(C) Review of literature
(D) Operational definition

2010

**22.** Consider the following sources for identifying an extension research problem:
I. Field observations
II. Previous research recommendations
III. Policy documents
IV. Personal prejudices
V. Technological gaps

Which of the above sources are correct?
(A) I, II and III
(B) I, II, III and V
(C) II, IV and V
(D) I, III, IV and V

2023

**23.** All of the following are internal criteria for selecting a research problem EXCEPT:
(A) The researcher's personal interest in the topic
(B) The researcher's professional level of competence
(C) The researcher's own financial and time resources
(D) The availability of external agency funding

2019

**24.** Which of the following indicates an INCORRECTLY formulated research problem?
(A) It lacks a clear, empirically testable question.
(B) It clearly and precisely specifies the target population.
(C) It explicitly outlines the relationship between variables.
(D) It directly addresses a major gap in extension literature.

2002

**25.** A hypothesis that states there is no significant difference or relationship between two variables is called a:
(A) Directional hypothesis
(B) Null hypothesis
(C) Alternative hypothesis
(D) Non-directional hypothesis

2017

**26.** A researcher hypothesizes that "Training interventions will increase the adoption rate of organic farming." This is an example of a:
(A) Non-directional alternative hypothesis
(B) Directional alternative hypothesis
(C) Null hypothesis
(D) Statistical artifact

2014

**27.** The primary purpose of a hypothesis in scientific research is to:
(A) Provide a tentative, testable research answer
(B) Prove that the chosen scientific theory is absolutely true
(C) Completely replace the logical need for data collection
(D) Accurately summarize the final empirical

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problem and delivered valuable, sustainable benefits to the organization.

**300.** (C) High satisfaction ratings DO NOT guarantee that learning or behavioral change occurred
Relying solely on Level 1 evaluation, or smile sheets, is heavily criticized in human resource development. While measuring participant satisfaction is helpful for logistics, high ratings do not guarantee that actual learning, skill acquisition, or behavioral transfer to the workplace occurred. Effective programs require deeper evaluations at the learning, behavioral, and results levels.

**********

NODIA

2012
**37.** In an experiment studying the effect of fertilizer doses on crop yield, the fertilizer dose is the:
(A) Dependent variable
(B) Independent variable
(C) Intervening variable
(D) Extraneous variable

2011
**38.** Select the correct sequence of variables in a causal pathway:
(A) Intervening, Independent, Dependent
(B) Dependent, Intervening, Independent
(C) Independent, Intervening, Dependent
(D) Independent, Dependent, Intervening

2010
**39.** A variable that theoretically affects the dependent variable but cannot be directly observed or controlled is called a(n):
(A) Moderator variable
(B) Independent variable
(C) Categorical variable
(D) Intervening variable

2024
**40.** Which variable alters the direction or strength of the relationship between an independent and a dependent variable?
(A) Moderator variable
(B) Extraneous variable
(C) Confounding variable
(D) Criterion variable

2002
**41.** In research terminology, a dependent variable is also commonly referred to as the:
(A) Predictor variable
(B) Criterion variable
(C) Treatment variable
(D) Manipulated variable

2015
**42.** Consider the following statements regarding variables:
I. An independent variable is manipulated by the researcher.
II. An extraneous variable is intentionally measured to prove the hypothesis.
III. The dependent variable is the outcome being measured.
IV. Continuous variables can take any fractional value within a range.
Which of the above statements are correct?
(A) I, III and IV
(B) II and III
(C) I and II
(D) I, II and IV

2015
**43.** Variables that are not of primary interest but may systematically influence the dependent variable and confound the results are known as:
(A) Extraneous variables
(B) Systematic predictor variables
(C) Active experimental variables
(D) Subject attribute variables

2014
**44.** Gender, when categorized purely as male or female in a study, serves as what type of variable?
(A) Continuous variable
(B) Manipulable variable
(C) Categorical variable
(D) Intervening variable

2019
**45.** A researcher studies how mobile-based advisories (Independent) affect farmers' knowledge (Dependent). If farmers' literacy level changes the impact of the advisories, literacy level acts as a:
(A) Null variable
(B) Dependent variable
(C) Extraneous variable
(D) Moderator variable

2023
**46.** An attribute variable is one that:
(A) Is actively and directly manipulated by the experimenter
(B) Is strictly and mathematically measured on a ratio scale
(C) Is a pre-existing trait of the subject (e.g., age)
(D) Does not require operational definition in the research protocol

2005
**47.** Which of the following best defines an intervening variable?
(A) A variable perfectly correlated with the independent variable
(B) A hypothetical internal state linking stimulus and response
(C) A variable that is statistically controlled using ANOVA
(D) A variable manipulated alongside the independent variable

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(B) It involves formulating hypotheses based on existing literature.
(C) It seeks to test hypotheses and confirm theoretical predictions.
(D) It is primarily associated with qualitative, theory-building research.

2017
**8.** Select the correct sequence of stages in the scientific method:
(A) Observation, Problem definition, Hypothesis formulation, Experimentation, Conclusion
(B) Hypothesis formulation, Problem definition, Observation, Experimentation, Conclusion
(C) Problem definition, Experimentation, Observation, Hypothesis formulation, Conclusion
(D) Experimentation, Observation, Problem definition, Conclusion, Hypothesis formulation

2024
**9.** Research that studies the culture and social structure of an indigenous farming community over an extended period is classified as:
(A) Ex-post facto research
(B) Ethnographic research
(C) Experimental research
(D) Correlational research

2004
**10.** The primary cause of adopting a mixed-methods approach in extension research is to:
(A) Significantly reduce the financial cost of field-level data collection
(B) Achieve scientific triangulation and offset single-method weaknesses
(C) Standardize measurement scales across different populations
(D) Avoid the need for formal ethical clearance during data collection

2024
**11.** All of the following are essential characteristics of the scientific method EXCEPT:
(A) Intuitive reasoning
(B) Empirical objectivity
(C) Method replicability
(D) Systematic processing

2010
**12.** Consider the following statements concerning the types of research:
I. Historical research examines past events.
II. Descriptive research answers 'why' a phenomenon occurs.
III. Diagnostic research determines the frequency of an occurrence.
IV. Analytical research uses available facts to make a critical evaluation.
Which of the above statements is/are INCORRECT?
(A) I and III
(B) II
(C) II and IV
(D) I, III and IV

2016
**13.** A well-formulated research problem in agricultural extension must primarily be:
(A) Broad and encompass multiple unconnected disciplines
(B) Highly abstract to allow theoretical meandering
(C) Formulated to prove a pre-conceived political viewpoint
(D) Specific, researchable, and relevant to the field

2016
**14.** Which criterion is used to judge whether a research problem is practically viable?
(A) Presence of mathematical models
(B) Use of foreign literature
(C) Cost and time feasibility
(D) Popularity of the topic

2011
**15.** The 'gap in knowledge' that a researcher aims to address is technically termed as the:
(A) Research methodology design
(B) Statement of the problem
(C) Theoretical hypothesis
(D) Standard sampling frame

2005
**16.** Match the criteria for problem selection in List I with their descriptions in List II:
**List I :** (Criteria)
P. Novelty
Q. Feasibility
R. Relevance
S. Ethical acceptability
**List II :** (Description)
1. Practicality regarding time and resources
2. Importance to agricultural extension
3. Avoiding harm to respondents
4. Uniqueness of the research question
(A) P-4, Q-1, R-2, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-4, Q-3, R-1, S-2

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**271.** (B) A single positive trait overwhelmingly influences ratings on all other dimensions
The halo effect is a cognitive rater bias that compromises appraisal accuracy. It occurs when a supervisor's overall positive perception of a single trait, such as an employee's exceptional friendliness or punctuality, heavily biases their evaluation across all other performance dimensions. This leads to an inflated, inaccurate assessment of the worker's actual competencies.

**272.** (D) Central Tendency Error
Central tendency error is an appraisal bias where the evaluator rates almost all subordinates as average or in the middle of the scale. Supervisors often commit this error to avoid interpersonal conflict, justify ratings, or bypass the effort required to document extreme performances, resulting in data that fails to distinguish outstanding from poor performers.

**273.** (A) Distribute employees into fixed performance percentage categories
The forced distribution method requires managers to evaluate and slot their employees into a pre-determined bell curve. This system mandates that a fixed percentage of staff be classified as high, average, and low performers. While it prevents leniency and central tendency errors, it can damage morale by forcing competition among team members.

**274.** (C) Aligns individual goals directly with the organization's strategic objectives
A significant strategic advantage of Management by Objectives is its ability to create organizational alignment. By requiring supervisors and subordinates to jointly establish personal goals that support broader departmental targets, the process ensures that individual efforts directly advance the strategic objectives of the institution, enhancing operational cohesion and overall productivity.

**275.** (A) Placing constructive criticism between layers of positive praise
The sandwich technique is a common communication strategy used during performance feedback sessions. It involves placing constructive criticism or areas for improvement between two layers of positive praise. This structural design helps soften the impact of negative feedback, reduces employee defensiveness, and ensures that the worker remains receptive to developmental suggestions.

**276.** (D) Continuous Performance Management (CPM)
Modern organizational practices are shifting away from rigid, annual appraisals toward Continuous Performance Management. This agile approach emphasizes real-time feedback, frequent check-ins, and flexible, short-term goal-setting. By fostering ongoing communication between supervisors and employees, it allows for rapid performance adjustments, timely course corrections, and continuous development throughout the year.

**277.** (B) Formative Evaluation
Formative evaluation is conducted during the design and implementation phases of a training program. Its primary objective is to monitor ongoing processes and gather real-time feedback to improve the instructional materials, curriculum, and delivery methods. This diagnostic approach allows developers to make necessary modifications before the program is completed, maximizing training efficacy.

**278.** (C) Assessing overall effectiveness and outcomes of the program after completion
Summative evaluation is conducted after a training program has been completed. Its primary concern is to assess the overall effectiveness, outcomes, and value of the instruction. By measuring knowledge gain, behavior change, and organizational impact, summative studies provide the evidence needed to justify training investments and inform decisions about program continuation.

**279.** (D) Establish pre-training competency levels to serve as a later comparison point
A baseline evaluation is a critical diagnostic step conducted before a training program begins. Its purpose is to measure the initial knowledge, skills, and attitudes of the participants. Establishing this pre-training benchmark provides a clear comparison point, allowing evaluators to measure actual learning gain and behavioral change during post-training assessments.

NODIA

**280.** (A) Broad, long-term organizational or community changes caused by the training
Impact assessment represents the broadest scope of training evaluation. While standard

findings of the study

2011

**28.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The null hypothesis is tested statistically rather than the alternative hypothesis.
**Reason (R) :** It is mathematically easier to calculate the probability of an outcome occurring by chance if we assume no true effect exists.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2016

**29.** Which of the following is an essential criterion for a good hypothesis?
(A) It must be undeniably true before testing.
(B) It must be broad and generalized.
(C) It must contradict established theories completely.
(D) It must be empirically testable.

2006

**30.** Which statistical error occurs when a true null hypothesis is rejected?
(A) Type II error
(B) Measurement error
(C) Type I error
(D) Sampling error

2011

**31.** The term 'H1' or 'Ha' in research methodology universally represents the:
(A) Null hypothesis
(B) Alternate hypothesis
(C) Historical hypothesis
(D) Heuristic hypothesis

2012

**32.** Consider the following statements concerning types of hypotheses:
I. A null hypothesis assumes a relationship exists.
II. A non-directional hypothesis predicts the exact direction of an effect.
III. An alternative hypothesis is accepted when the null is rejected.
Which of the above statements are INCORRECT?
(A) I
(B) II and III
(C) I and II
(D) III

2022

**33.** If a hypothesis is conceptually clear but lacks available methods or instruments for testing, it fails the criterion of:
(A) Testability
(B) Plausibility
(C) Specificity
(D) Parsimony

2011

**34.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** A directional hypothesis requires a two-tailed statistical test.
**Reason (R) :** A directional hypothesis specifies whether the expected change is an increase or a decrease.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is false but R is true.
(D) A is true but R is false.

2016

**35.** The statement "There is a difference in yield between Variety A and Variety B" is a:
(A) Non-directional hypothesis
(B) Standard null statistical hypothesis
(C) Directional alternative hypothesis
(D) Conceptualized structural framework

2006

**36.** Match the hypothesis concepts in List I with their definitions in List II:
**List I :** (Hypothesis Concept)
P. Null Hypothesis
Q. Directional Hypothesis
R. Non-directional Hypothesis
S. Working Hypothesis
**List II :** (Definition)
1. Initial assumption guiding the study
2. States exact nature of relationship (positive/negative)
3. Assumes no effect or relationship
4. Predicts an effect without specifying direction
(A) P-3, Q-2, R-4, S-1
(B) P-3, Q-4, R-2, S-1
(C) P-1, Q-2, R-4, S-3
(D) P-2, Q-3, R-1, S-4

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helps program coordinators improve basic logistics and delivery methods.

**290.** (C) Changes in trainee knowledge, skills, or attitudes from the program
In Kirkpatrick's evaluation framework, Level 2 focuses on Learning. This level measures the degree to which participants advanced their knowledge, enhanced their skills, or modified their attitudes as a direct result of the training. Evaluators typically assess learning through pre- and post-tests, practical skills demonstrations, or formal cognitive examinations.

**291.** (A) Level 3: Behavior
Transfer of training refers to the application of newly acquired knowledge and skills back on the actual job. In Kirkpatrick's framework, this is measured at Level 3, which is Behavior. Assessing behavioral change requires evaluating trainees in their work environment over time, using tools like supervisor surveys, peer reviews, or direct performance observation.

**292.** (D) Results
Measuring a fifteen percent increase in crop yields in areas managed by trained extension workers aligns with Level 4 of Kirkpatrick's model, which evaluates Results. This level assesses the tangible, organizational-level outcomes that occurred because of the training. These macro-level metrics demonstrate the business value and developmental impact of the instructional program.

**293.** (B) Context, Input, Reaction, Outcome
The CIRO model of training evaluation was developed specifically for management training. It stands for Context, Input, Reaction, and Outcome. This framework helps organizations assess the training environment, the resources and design inputs, the immediate subjective reactions of the trainees, and the final behavioral and operational outcomes generated by the program.

**294.** (C) Training Need Assessment (TNA)
In the CIRO evaluation framework, context evaluation is closely related to a training need assessment. This phase involves analyzing the operational environment, identifying existing performance deficiencies, and defining realistic training objectives. By establishing these parameters, context evaluation ensures that the subsequent training program is designed to resolve actual, verified organizational issues.

**295.** (D) Context, Input, Process, Product
The CIPP evaluation model, developed by Daniel Stufflebeam, stands for Context, Input, Process, and Product. This comprehensive framework is designed to guide the evaluation of programs, projects, and personnel. It helps decision-makers assess the project environment, the strategic resources used, the ongoing implementation activities, and the final outcomes or products achieved.

**296.** (A) Process
In the CIPP evaluation model, the process component is designed to monitor and evaluate ongoing implementation activities. It asks whether the program is being executed according to the initial plans, schedules, and quality standards. This monitoring allows managers to identify operational bottlenecks and make immediate corrections, ensuring the program remains on track.

**297.** (B) Return on Investment (ROI)
Jack Phillips expanded Kirkpatrick's four-level framework by adding a distinct fifth level: Return on Investment. This level is designed to convert the business results of the training into financial values and compare them directly against the total costs of the program. This calculation provides executives with clear, financial justification for training expenditures.

**298.** (B) $\left[\frac{\text{Total Training Benefits} - \text{Total Training Costs}}{\text{Total Training Costs}}\right] \times 100$
The standard formula for calculating the return on investment of a training program measures net training benefits as a percentage of total training costs. By subtracting the total costs from the total benefits, dividing by the costs, and multiplying by one hundred, organizations calculate the financial efficiency and profitability of their development programs.

NODIA

**299.** (A) Level 4 (Results)
In Daniel Stufflebeam's CIPP model, evaluating the product aligns closely with Level 4 of Kirkpatrick's framework, which measures Results. Both components assess the final outcomes and systemic impacts generated by the program. They focus on determining whether the training successfully resolved the original

2021

**48.** Arrange the steps to control extraneous variables during an experiment:
1. Identify potential confounding variables
2. Randomly assign participants
3. Select the primary independent variable
4. Measure the dependent variable

(A) 1, 3, 2, 4
(B) 3, 1, 2, 4
(C) 1, 2, 3, 4
(D) 3, 2, 1, 4

2007

**49.** The MAXMINCON principle formulated by Kerlinger directs researchers to:
(A) Maximize systematic variance, minimize error variance, control extraneous variance
(B) Maximize extraneous variance, minimize systematic variance, control error variance
(C) Maximize error variance, minimize extraneous variance, control systematic variance
(D) Maximize total experimental cost, minimize research output, and control simple variables

2011

**50.** Systematic variance in a research design primarily refers to the variance in the dependent variable that is:
(A) Directly caused by unpredictable measurement errors
(B) A direct result of unrecorded extraneous variables
(C) Due to the independent variable's influence
(D) Solely attributable to high rates of sample attrition

2010

**51.** Which technique is most effective for controlling unknown extraneous variables in an experimental design?
(A) Randomization
(B) Matching
(C) Elimination
(D) Statistical control

2017

**52.** Consider the following statements concerning variance control techniques:
I. Randomization ensures groups are identical in every single trial.
II. Matching pairs subjects on known extraneous variables.
III. Statistical control utilizes techniques like ANCOVA.
IV. Elimination removes the extraneous variable from the study completely.
V. Building the variable into the design makes an extraneous variable an independent variable.

Which of the above statements is/are INCORRECT?
(A) I
(B) II and IV
(C) III and V
(D) I, II and V

2007

**53.** If an extension researcher studies adoption behavior strictly among farmers holding exactly 2 hectares of land, the technique used to control the extraneous variable of landholding size is:
(A) Statistical control
(B) Holding constant
(C) Randomization
(D) Building into the design

2019

**54.** Error variance in research is predominantly caused by:
(A) Intentional manipulation of experimental treatments
(B) Holding constant a highly specific demographic variable
(C) Random fluctuations and measurement errors
(D) Using highly standardized behavioral testing instruments

2016

**55.** Analysis of Covariance (ANCOVA) is mathematically employed in research designs to:
(A) Systematically increase the baseline error variance
(B) Artificially decrease the primary systematic variance
(C) Account for missing data points in longitudinal studies
(D) Statistically control a continuous covariate

2015

**56.** According to the MAXMINCON principle, experimental conditions must be designed so that the experimental groups are:
(A) As different as possible on the independent variable
(B) As similar as possible on the independent variable
(C) Highly variable in terms of their baseline characteristics
(D) Subjected to maximum measurement error

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P. QUAN → qual
Q. QUAL → quan
R. QUAN + QUAL
S. quan + QUAL

**List II :** (Meaning)

1. Concurrent, equal weight
2. Explanatory sequential, quantitative dominant
3. Exploratory sequential, qualitative dominant
4. Concurrent, qualitative dominant

(A) P-2, Q-3, R-1, S-4
(B) P-3, Q-2, R-4, S-1
(C) P-1, Q-4, R-2, S-3
(D) P-2, Q-1, R-3, S-4

2001

**97.** Internal validity in an experiment refers primarily to:
(A) The certainty of a causal relationship between variables
(B) The direct generalizability of the empirical results to other populations
(C) The internal consistency and reliability of the primary measurement scale
(D) The visual and aesthetic presentation of the research data in reports

2018

**98.** The threat to internal validity known as 'history' occurs when:
(A) Selected research subjects systematically drop out of the study over time
(B) Experimental subjects naturally grow older and wiser during the study period
(C) External events occur during the study and affect outcomes
(D) Extreme baseline scores naturally regress toward the group mean on a retest

2009

**99.** 'Maturation' as a threat to internal validity is defined as:
(A) Natural internal changes within subjects over time
(B) The confounding effect of taking a pretest on final posttest scores
(C) Spontaneous changes in the physical calibration of measuring instruments
(D) Systematic bias occurring during the assignment of subjects to groups

2013

**100.** If farmers scoring exceptionally low on a pre-training knowledge test naturally score closer to the average on the posttest without any real learning, this illustrates:
(A) Systematic selection bias
(B) Experimental subject mortality
(C) Interactive testing effect
(D) Statistical regression

NODIA

2006

**101.** Which threat to internal validity arises from an unequal loss of participants from the experimental and control groups?
(A) Instrumentation
(B) Mortality
(C) History
(D) Maturation

2003

**102.** External validity is fundamentally concerned with:
(A) Establishing strict causality
(B) Removing extraneous variables entirely
(C) Generalizability of findings
(D) Ensuring the reliability coefficient is above 0.90

2021

**103.** 'Ecological validity' is a specific type of external validity that focuses on generalizing findings from:
(A) One specific sample population subgroup directly to another
(B) Past historical events directly to future societal events
(C) Numerical quantitative data findings to qualitative paradigms
(D) Experimental settings to real-world environments

2025

**104.** When participants alter their behavior simply because they know they are being studied, this phenomenon is called:
(A) The Hawthorne Effect
(B) The John Henry Effect
(C) Instrumentation decay
(D) Statistical regression

2005

**105.** A researcher uses a hard, confusing questionnaire for the pretest and a simplified version for the posttest. The change in scores is likely confounded by which threat?
(A) Maturation
(B) Instrumentation
(C) Selection-maturation interaction
(D) History

4. X O / O
(A) P-2, Q-1, R-4, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-4, Q-3, R-1, S-2
(D) P-2, Q-4, R-1, S-3

2023
**67.** A major weakness of the static-group comparison design is the inability to control for:
(A) Selection bias
(B) Maturation
(C) Testing effects
(D) Instrumentation decay

2011
**68.** Which design is most appropriate when a researcher cannot randomly assign farmers to treatment and control groups but can measure them before and after an extension campaign?
(A) Highly controlled true experimental design
(B) Standardized posttest-only control group design
(C) Retrospective one-shot behavioral case study
(D) Non-equivalent control group design

2022
**69.** The main purpose of the posttest-only control group design is to control the threat of:
(A) Statistical regression
(B) Pretest sensitization
(C) Selection-maturation interaction
(D) History

2015
**70.** When a researcher introduces an intervention, removes it, and reintroduces it while tracking a dependent variable, it is known as a(n):
(A) Solomon four-group experimental design
(B) Retrospective ex-post facto design
(C) Equivalent time-samples design
(D) Simple static-group comparison

2001
**71.** Pre-experimental designs are generally considered weak because they lack:
(A) Practical application in field settings
(B) Measurable dependent variables
(C) Planned empirical observations
(D) Internal validity controls

2015
**72.** Consider the following statements regarding experimental validity:
I. History refers to external events occurring between pretest and posttest.
II. Maturation refers to biological or psychological changes in respondents over time.
III. Quasi-experiments inherently possess higher internal validity than true experiments.
IV. Randomization is key to mitigating selection bias.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) III
(C) II and IV
(D) I, III and IV

2005
**73.** A research design that collects data from a population at a single point in time to determine the prevalence of a practice is called a:
(A) Longitudinal design
(B) Cross-sectional design
(C) Time-series design
(D) True experimental design

2014
**74.** Which type of longitudinal research design studies exactly the same individuals at multiple points in time?
(A) Trend study
(B) Panel study
(C) Cohort study
(D) Cross-sectional study

2012
**75.** Ex-post facto research is best characterized by the fact that:
(A) The independent variable cannot be manipulated.
(B) The independent variable must be manipulated after baseline measurement.
(C) No primary dependent variable is systematically measured in the study.
(D) It relies exclusively on qualitative interviews and descriptive data.

2022
**76.** In a cohort study on agricultural graduates, the defining feature of the sample is that participants:
(A) Are selected completely at random from the entire national public
(B) Are systematically observed and measured only once during the study
(C) Share a common life event in a specific timeframe
(D) Belong to entirely different generational groups in the population

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2003
**77.** Case study research in agricultural extension is most suitable when the researcher wants to:
(A) Generalize findings to the national population of farmers
(B) Test the efficacy of a fertilizer under controlled conditions
(C) Compare exact mean differences across thousands of respondents
(D) Gain an in-depth understanding of a complex phenomenon

2018
**78.** Which statement is INCORRECT regarding non-experimental comparative research?
(A) It seeks to identify differences between two or more naturally occurring groups.
(B) The independent variable is usually an attribute variable (e.g., adopter vs. non-adopter).
(C) It involves strict randomization of participants into groups by the researcher.
(D) Causal inferences are generally weaker than in true experiments.

2011
**79.** A trend study tracks changes over time by surveying:
(A) The exact same cohort sample of individuals every five years
(B) Different samples from the same population over time
(C) A single representative individual in-depth over a lifetime
(D) A standard control group that receives no research intervention

2018
**80.** The ecological fallacy in cross-sectional research occurs when a researcher:
(A) Assumes ecological conditions affect crop yields
(B) Fails to protect the environment during the study
(C) Generalizes from qualitative interviews to statistical models
(D) Infers individual traits from group-level data

2012
**81.** Which non-experimental design is highly susceptible to the threat of sample attrition (mortality)?
(A) Panel study
(B) Cross-sectional study
(C) Ex-post facto study
(D) Retrospective case study

2012
**82.** Consider the following statements about case studies:
I. They focus on an '$n$ of 1' or a small number of entities.
II. They rely strictly on quantitative survey data.
III. They provide rich, contextualized details.
IV. Yin and Stake are prominent methodologists in this area.
V. They possess extremely high statistical generalization power.
Which of the above statements are correct?
(A) I, III and IV
(B) II, IV and V
(C) I, II and III
(D) III, IV and V

2002
**83.** The most significant limitation of cross-sectional designs compared to longitudinal designs is their inability to:
(A) Establish chronological sequence or causality
(B) Collect empirical research data very cheaply and quickly
(C) Properly analyze collected data using basic descriptive statistics
(D) Be successfully utilized within the field of agricultural extension

2024
**84.** A comparative study between "Contact Farmers" and "Non-Contact Farmers" regarding their attitude towards a new policy is essentially a(n):
(A) Action research
(B) True experimental design
(C) Exploratory sequential design
(D) Ex-post facto design

NODIA

2011
**85.** Mixed methods research is defined as a methodology that integrates:
(A) Primary data sources with published secondary data
(B) Quantitative and qualitative data
(C) Classical experimental designs with quasi-experiments
(D) Probability random sampling with non-random sampling

2015
**86.** In an explanatory sequential mixed methods design, the correct order of data collection is:
(A) Qualitative first, followed by quantitative
(B) Both quantitative and qualitative collected concurrently

(C) Quantitative first, followed by qualitative
(D) Qualitative exclusively, followed by historical review

2005

**87.** The exploratory sequential design typically begins with qualitative data collection to:
(A) Fully confirm pre-established statistical research hypotheses
(B) Explain anomalous statistical findings resulting from a prior study
(C) Effectively conduct advanced multi-variable statistical modeling
(D) Explore a phenomenon to build quantitative tools

2003

**88.** A convergent parallel mixed methods design is characterized by:
(A) Collecting both data types concurrently and merging them
(B) Collecting quantitative data, waiting a year, then collecting qualitative data
(C) Using qualitative data solely to construct a questionnaire
(D) Prioritizing quantitative data and ignoring qualitative findings

2004

**89.** Which notation correctly represents a design where quantitative data is dominant and qualitative data is secondary, collected concurrently?
(A) QUAL → quan
(B) QUAN + qual
(C) QUAN → qual
(D) qual → QUAN

2005

**90.** The concept of 'triangulation' in mixed methods specifically refers to:
(A) Selecting and utilizing a strictly triangular sampling frame
(B) Combining results from different methods
(C) Analyzing collected research data using three software programs
(D) Preparing and writing three separate, distinct research reports

2003

**91.** A researcher conducts a large-scale survey on climate change adaptation, finds unexpected negative correlations, and then conducts in-depth interviews to understand why. This is an example of:
(A) Explanatory sequential design
(B) Exploratory sequential design
(C) Convergent parallel design
(D) Embedded design

2006

**92.** Consider the following research designs:
I. Explanatory sequential
II. Convergent parallel
III. Factorial randomized block
IV. Exploratory sequential
V. Solomon four-group
Which of the above are classified as core mixed methods designs?
(A) I, II and IV
(B) II, III and V
(C) I, III and IV
(D) II, IV and V

2018

**93.** A major challenge in executing a convergent parallel design is:
(A) Deciding which method to conduct first
(B) The inability to use standard statistical tests
(C) The mandatory requirement of a control group
(D) Integrating disparate data types effectively

2025

**94.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Mixed methods research requires the researcher to possess skills in both statistical analysis and thematic coding.
**Reason (R) :** It integrates numerical data analysis typical of quantitative methods and text/image analysis typical of qualitative methods.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

NODIA

2018

**95.** THE philosophical worldview most closely associated with mixed methods research is:
(A) Radical constructivism
(B) Pragmatism
(C) Strict logical positivism
(D) Nihilism

2023

**96.** Match the mixed methods notations in List I with their meanings in List II:
**List I :** (Notation)

(D) Standard inter-rater method

2018

**138.** The split-half method primarily measures:
(A) External stability over time
(B) Internal consistency
(C) Rater bias
(D) Predictive power

2013

**139.** To correct the reliability coefficient in the split-half method (since correlation is only based on half the test length), which formula is universally applied?
(A) Spearman-Brown formula
(B) Cronbach's alpha
(C) Kuder-Richardson Formula 20
(D) Pearson product-moment

2018

**140.** For tests consisting of dichotomous items (e.g., True/False, Yes/No), the most appropriate measure of internal consistency is:
(A) Cronbach's alpha
(B) Kendall's tau
(C) KR-20 formula
(D) Coefficient of determination

2004

**141.** Cronbach's alpha is widely used to evaluate the reliability of scales composed of:
(A) Only nominal categories
(B) Dichotomous yes-no items
(C) Single-item measures
(D) Multipoint Likert-type items

2009

**142.** Consider the following statements about reliability:
I. A reliability coefficient of 0.85 is generally considered acceptable in social research.
II. Increasing test length by adding similar items usually increases reliability.
III. Split-half reliability is a measure of temporal stability.
IV. Inter-rater reliability assesses consistency across different observers.
Which of the above statements are correct?
(A) I, II and IV
(B) II, III and IV
(C) I and III
(D) I, II and III

2024

**143.** If two extension researchers code the same qualitative interview transcripts and their codings highly match, this demonstrates strong:
(A) Test-retest reliability
(B) Inter-rater reliability
(C) Alternate forms reliability
(D) Split-half reliability

2019

**144.** According to classical test theory, an observed score is comprised of:
(A) True score plus variance
(B) Error score plus standard deviation
(C) Valid score minus error score
(D) True score plus error score

2025

**145.** A sampling design in which every element in the defined population has a known, non-zero chance of being selected is called:
(A) Probability sampling
(B) Non-probability sampling
(C) Purposive sampling
(D) Quota sampling

2008

**146.** Which sampling method requires a complete, numbered list of the entire target population (a sampling frame) from which individuals are selected using a random number table?
(A) Snowball sampling
(B) Convenience sampling
(C) Simple random sampling
(D) Judgmental sampling

2017

**147.** If a population is highly heterogeneous regarding a study variable, the most appropriate probability sampling technique to ensure all subgroups are represented is:
(A) Stratified random sampling
(B) Systematic random sampling
(C) Simple random sampling
(D) Cluster sampling

2002

**148.** Select the correct sequence of steps in systematic random sampling:
(A) Calculate sampling interval, determine sample size, pick every $k^{\{th\}}$ element, select random start
(B) Select random start, pick every $k^{\{th\}}$ element, determine sample size, calculate sampling interval
(C) Pick every $k^{\{th\}}$ element, determine sample

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2008

**106.** The 'testing effect' (pretest sensitization) primarily threatens validity because:
(A) The primary test questions are extremely poorly worded and confusing
(B) The pretest artificially inflates subsequent scores
(C) The pretest measures a different construct than the posttest
(D) The statistical analysis software calculates the research scores incorrectly

2009

**107.** Which method is most effective at simultaneously controlling multiple threats to internal validity (like history, maturation, and statistical regression)?
(A) Random assignment to a control group
(B) Significantly extending the overall duration of the study
(C) Administering multiple successive pretests to the sample
(D) Completely eliminating all relevant dependent variables

2025

**108.** The 'John Henry effect' occurs when:
(A) The chosen experimental group performs extremely poorly out of sheer boredom
(B) The active researcher subconsciously guides the research subjects to correct answers
(C) The control group competes to outperform the treatment group
(D) External historical occurrences severely disrupt the experimental environment

2010

**109.** Measurement in social research involves assigning numerals to objects or events according to rules. Who originally proposed the four levels of measurement?
(A) Rensis Likert
(B) L.L. Thurstone
(C) Louis Guttman
(D) S.S. Stevens

2003

**110.** Which level of measurement simply classifies items into mutually exclusive and exhaustive categories without any inherent order?
(A) Ordinal
(B) Interval
(C) Nominal
(D) Ratio

2013

**111.** A farmer's socioeconomic status categorized as 'Low, Medium, High' is an example of which measurement scale?
(A) Nominal
(B) Ordinal
(C) Interval
(D) Ratio

2006

**112.** Consider the following statements regarding measurement levels:
I. Nominal scales permit the calculation of means.
II. Ordinal scales indicate rank but not the exact distance between ranks.
III. Interval scales possess an arbitrary zero point.
IV. Ratio scales possess an absolute true zero point.
Which of the above statements is/are INCORRECT?
(A) I
(B) II and III
(C) IV
(D) I and IV

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2011

**113.** Temperature measured in degrees Celsius is a classic example of an interval scale because:
(A) Intervals are equal but it lacks an absolute zero point.
(B) It has a true zero indicating an absolute lack of heat.
(C) It simply allows for categorization without any inherent order.
(D) It can only be analyzed using non-parametric statistics.

2008

**114.** Which level of measurement allows for the valid computation of a geometric mean and coefficient of variation?
(A) Nominal
(B) Ordinal
(C) Ratio
(D) Interval

2021

**115.** Age, income, and crop yield measured in exact numbers (e.g., years, rupees, quintals) belong to which scale?
(A) Ratio
(B) Nominal
(C) Ordinal
(D) Interval

2004

**116.** In an interval scale, the basic empirical operation is the determination of:
(A) Basic mathematical equality
(B) Greater or less relationships
(C) Complete equality of ratios
(D) Equality of intervals

2017

**117.** Postulates of measurement include all of the following EXCEPT:
(A) Either $a = b$ or $a \neq b$
(B) Variables must be physical
(C) If $a = b$ and $b = c$, then $a = c$
(D) If $a > b$ and $b > c$, then $a > c$

2002

**118.** Which measure of central tendency is the only permissible one for purely nominal data?
(A) Mean
(B) Median
(C) Mode
(D) Harmonic Mean

2012

**119.** A Likert scale used to measure attitude (Strongly Disagree to Strongly Agree) is strictly speaking an ordinal scale, but in social science research, it is frequently treated statistically as:
(A) Nominal data
(B) Ratio data
(C) Categorical data
(D) Interval data

2019

**120.** Conversion of a higher-level measurement into a lower-level one (e.g., converting exact income in rupees to "Low, Medium, High" categories) leads to:
(A) A loss of detailed information and variance
(B) An increase in statistical power
(C) Enhanced precision in hypothesis testing
(D) A change from parametric to non-parametric assumptions perfectly

2013

**121.** The degree to which an instrument measures what it purports to measure is defined as its:
(A) Reliability
(B) Validity
(C) Objectivity
(D) Usability

2016

**122.** Which type of validity relies primarily on the subjective judgment of a panel of experts to ensure the instrument covers the domain of interest?
(A) Predictive validity
(B) Content validity
(C) Construct validity
(D) Concurrent validity

2022

**123.** If an extension researcher develops a new 'Entrepreneurial Behavior' scale and proves it correlates highly with an established, already validated scale given at the same time, this establishes:
(A) Concurrent validity
(B) Predictive validity
(C) Face validity
(D) Content validity

2013

**124.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** A test can be highly reliable but completely invalid.
**Reason (R) :** Reliability ensures consistency of measurement, but the instrument might be consistently measuring the wrong construct.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2009

**125.** The extent to which an entrance exam score accurately forecasts a student's future GPA in graduate school is an example of:
(A) Concurrent validity
(B) Construct validity
(C) Content validity
(D) Predictive validity

2008

**126.** Match the types of validity in List I with their key characteristics in List II:
**List I :** (Validity Type)
P. Face Validity
Q. Content Validity
R. Construct Validity
S. Criterion-related Validity
**List II :** (Key Characteristic)
1. Empirical correlation with an external standard
2. Grounded in theoretical frameworks and

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trait analysis
3. Appears relevant to the respondents superficially
4. Representative sampling of a specific universe of content

(A) P-3, Q-4, R-2, S-1
(B) P-4, Q-3, R-1, S-2
(C) P-1, Q-2, R-3, S-4
(D) P-2, Q-1, R-4, S-3

2008
**127.** Factor analysis is a statistical technique predominantly used to establish which type of validity?
(A) Face validity
(B) Construct validity
(C) Predictive validity
(D) Content validity

2004
**128.** Convergent and discriminant validity are two subtypes of:
(A) Content validity
(B) Face validity
(C) Predictive validity
(D) Construct validity

2010
**129.** If an innovation-proneness scale correlates highly with adoption indices (as theoretically expected) and has zero correlation with an unrelated trait like height, it demonstrates:
(A) Convergent and discriminant validity
(B) Extremely low internal consistency
(C) High concurrent validity coefficients
(D) Unacceptable overall construct validity

2006
**130.** Content validity ratio (CVR), developed by Lawshe, relies on experts rating each item as:
(A) Structurally easy, medium, or hard
(B) Highly valid, moderately valid, or invalid
(C) Essential, useful, or not necessary
(D) Strongly positive, neutral, or negative

2024
**131.** Which of the following is NOT a method to establish construct validity?
(A) Test-retest method
(B) Known-groups method
(C) Multi-trait multi-method matrix
(D) Factor analysis

2007
**132.** Consider the following statements concerning instrument validity:
I. Concurrent validity measures correlation with a future criterion.
II. Face validity is the most rigorous statistical form of validity.
III. Construct validity is necessary when measuring abstract concepts like 'attitude'.

Which of the above statements is/are INCORRECT?
(A) I and II
(B) II and III
(C) III
(D) I

2015
**133.** Reliability in research measurement specifically refers to:
(A) The truthfulness of the scale
(B) Consistency of the scores obtained
(C) The theoretical depth of the items
(D) The representative sample size used in the study

NODIA

2009
**134.** Which method of estimating reliability involves administering the exact same test to the same group of individuals on two different occasions?
(A) Split-half method
(B) Alternate forms method
(C) Test-retest method
(D) Internal consistency method

2006
**135.** The correlation coefficient calculated in the test-retest method is termed the coefficient of:
(A) Equivalence
(B) Internal consistency
(C) Predictability
(D) Stability

2012
**136.** A major drawback of the test-retest method is the:
(A) Carryover or memory effects
(B) Complexity of the mathematical calculations required
(C) Inability to calculate a correlation coefficient
(D) Need for a panel of judges

2002
**137.** Which reliability estimation technique administers two structurally equivalent but different tests to the same group at roughly the same time?
(A) Standard split-half method
(B) Alternate forms method
(C) Standard test-retest method

2001

**57.** Matching as a control technique becomes practically difficult when:
(A) Controlling for only a single and well-defined extraneous variable
(B) Matching subjects on several continuous variables simultaneously
(C) Random assignment of participants has already been fully achieved
(D) The total available sample size in the study is extremely large

2021

**58.** By increasing the reliability of a measurement instrument, a researcher effectively:
(A) Maximizes extraneous variance
(B) Minimizes error variance
(C) Reduces systematic variance
(D) Eliminates the independent variable

2014

**59.** Including gender as a secondary independent variable in a factorial design to observe its interaction with the primary treatment is an example of:
(A) Building the variable into the design
(B) Eliminating the variable from the study completely
(C) Applying post-hoc statistical adjustment techniques
(D) Utilizing simple or stratified randomization methods

2013

**60.** The principle of 'Control' in experimental design primarily targets:
(A) Systematic variance
(B) Error variance
(C) Extraneous variance
(D) True variance

2004

**61.** A pre-experimental design characterized by a single group observed only after an intervention is called:
(A) One-group pretest-posttest design
(B) Static-group comparison
(C) Time-series design
(D) One-shot case study

2019

**62.** Consider the following experimental designs:
I. Pretest-posttest control group design
II. Solomon four-group design
III. Static-group comparison
Which of the above designs are classified as true experimental designs?
(A) I and II
(B) II and III
(C) I
(D) III

2017

**63.** The defining characteristic that distinguishes true experimental designs from quasi-experimental designs is:
(A) The use of a control group
(B) Random assignment of subjects to groups
(C) The presence of a pretest
(D) The manipulation of an independent variable

2013

**64.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The Solomon four-group design is highly effective in controlling testing effects.
**Reason (R) :** It includes two groups that receive pretests and two groups that do not, allowing isolation of the pretest's sensitization effect.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008

**65.** In a time-series design, the primary method used to establish the effect of an intervention is:
(A) Multiple pre- and post-intervention observations
(B) Administering a single pretest and a single posttest
(C) Randomly assigning participants to continuous variables
(D) Comparing the target group to an unmeasured control group

2001

**66.** Match the research designs in List I with their standard notations in List II:
**List I :** (Research Design)
P. One-shot case study
Q. One-group pretest-posttest
R. Static-group comparison
S. Pretest-posttest control group
**List II :** (Standard Notation)
1. O X O
2. X O
3. R O X O / R O O

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size, calculate sampling interval, select random start

(D) Determine sample size, calculate sampling interval ($k = \frac{N}{n}$), select random start, pick every $k^{\{th\}}$ element

2012

**149.** The primary advantage of cluster sampling over simple random sampling is that it:

(A) Dramatically increases statistical precision exponentially

(B) Is highly cost-effective and practical

(C) Completely eliminates all potential sources of sampling error

(D) Provides a lower design effect than simple random sampling

2006

**150.** In stratified random sampling, the strata should be:

(A) Internally heterogeneous and externally homogeneous

(B) Randomly selected without defined boundaries

(C) Internally homogeneous and externally heterogeneous

(D) Completely identical to each other in composition

2025

**151.** In cluster sampling, ideal clusters should be:

(A) Internally homogeneous and externally heterogeneous

(B) Internally heterogeneous and externally homogeneous

(C) Internally identical and externally unique in form

(D) Internally symmetrical and externally variable in size

2025

**152.** Consider the following statements regarding probability sampling:

I. Proportionate stratified sampling selects sample sizes equal to stratum proportions in the population.

II. Systematic sampling is a type of non-probability sampling.

III. Multi-stage sampling combines two or more sampling techniques.

IV. Simple random sampling guarantees zero sampling error.

Which of the above statements is/are INCORRECT?

(A) I and III (B) III and IV

(C) II and IV (D) I and II

NODIA

2021

**153.** Sampling error is defined as the difference between:

(A) Two distinct statistics calculated from separate samples

(B) The theoretical population mean and the absolute zero point

(C) Valid responses collected and the missing or omitted data

(D) The true population parameter and the observed sample statistic

2018

**154.** As the sample size increases in a well-conducted probability sample, the sampling error generally:

(A) Decreases

(B) Increases

(C) Remains constant

(D) Fluctuates unpredictably

2003

**155.** Which of the following introduces non-sampling error rather than sampling error?

(A) Natural random variation in selection

(B) Poorly worded questionnaire questions

(C) Inadequate sample size

(D) Using a simple random approach instead of stratified

2006

**156.** A village list serves as the sampling frame. A researcher decides to select every 10th household after a random start. A major risk here is periodicity, which occurs if:

(A) The selected random starting point is restricted to even numbers

(B) The sampling interval coincides with a cyclical pattern in the list

(C) The target population is entirely uniform across all variables

(D) The final sample size exceeds a predetermined threshold of cases

2018

**157.** Non-probability sampling differs from probability sampling primarily because:

(A) Selection probability of elements is unknown or unequal

(B) Sample size requirements are significantly larger than normal

(C) Administrative costs and field expenses are much higher

(D) Systematic selection bias is completely eliminated from data

2022

**158.** A researcher wants to study early adopters of a specific rare technology. The researcher selects the few they know and asks them to recommend others. This technique is called:
(A) Stratified sampling
(B) Purposive sampling
(C) Snowball sampling
(D) Convenience sampling

2024

**159.** The non-probability equivalent of stratified sampling, where the researcher ensures a certain number of respondents from specified categories are selected non-randomly, is:
(A) Judgmental sampling
(B) Cluster sampling
(C) Accidental sampling
(D) Quota sampling

2010

**160.** Convenience sampling is most frequently justified in which stage of research?
(A) Conclusive final reporting
(B) National policy formulation
(C) Exploratory pilot testing
(D) Hypothesis confirmation

2013

**161.** Purposive (or judgmental) sampling relies heavily on:
(A) Rigid mathematical equations applied to the entire sampling frame
(B) The researcher's personal judgment to select typical cases
(C) Randomized selection mechanisms like electronic digit generators
(D) Unsolicited volunteer respondents who approach the field workers

2017

**162.** Consider the following sampling types:
I. Quota
II. Systematic
III. Snowball
IV. Purposive
V. Cluster
Which of the above sampling types are categorized as non-probability sampling?
(A) II, IV and V
(B) I, II and III
(C) III, IV and V
(D) I, III and IV

2013

**163.** Snowball sampling is particularly useful when the target population is:
(A) Hard to identify, reach, or locate using standard lists
(B) Highly visible, easily accessible, and exceptionally large
(C) Concentrated entirely within a single localized geographic unit
(D) Documented comprehensively in active public census databases

2021

**164.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Findings from non-probability samples cannot be statistically generalized to the wider population with a known margin of error.
**Reason (R) :** Non-probability sampling does not rely on random selection, violating the assumptions of parametric inferential statistics.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(A) A is true but R is false.
(D) A is false but R is true.

2024

**165.** When determining sample size for a proportion using the formula $n = \frac{Z^2 \cdot p \cdot q}{e^2}$, '$e$' stands for:
(A) The desired margin of error
(B) The estimated standard error
(C) The natural logarithmic base
(D) The expected sample variation

2009

**166.** Match the sampling concepts in List-I with their descriptions in List-II:
**List I :** (Concept)
P. Parameter
Q. Statistic
R. Sampling Frame
S. Sampling Error
**List II :** (Description)
1. A numerical characteristic of a sample
2. The list of all elements in a population
3. Discrepancy between sample and population values
4. A numerical characteristic of a population
(A) P-1, Q-4, R-2, S-3
(B) P-4, Q-2, R-1, S-3
(C) P-2, Q-1, R-4, S-3

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(D) P-4, Q-1, R-2, S-3

2022
**167.** In a quantitative survey aiming for a 95% confidence level, the corresponding $Z$-value commonly used for sample size calculation is:
(A) 1.64
(B) 1.96
(C) 2.58
(D) 3.14

2021
**168.** Which factor does NOT inherently demand a larger sample size?
(A) Experiencing high level of heterogeneity across the population
(B) Mandating an exceptionally narrow or low margin of error
(C) Executing a localized qualitative exploratory case study
(D) Aiming for an extremely high statistical confidence level

2004
**169.** Which interview format strictly adheres to a pre-established set of questions asked in exactly the same wording and order?
(A) Unstructured interview
(B) Semi-structured interview
(C) In-depth narrative interview
(D) Structured interview

2011
**170.** A fundamental difference between a questionnaire and an interview schedule in social research is that:
(A) A questionnaire is completed by the respondent, whereas an interview schedule is filled by the researcher.
(B) A questionnaire consists of inquiries, whereas an interview schedule contains only declarative statements.
(C) A questionnaire is applied to qualitative data, whereas an interview schedule is strictly for quantitative.
(D) A questionnaire allows open-ended responses, whereas an interview schedule permits only closed-ended.

2007
**171.** A semi-structured interview typically utilizes an interview guide, which allows the researcher to:
(A) Bypass the verbal questioning process entirely during research
(B) Cover core topics systematically while probing new ideas
(C) Read a highly rigid pre-written script with zero deviation
(D) Delegate the entire interviewing role to digital software

2007
**172.** Which of the following statements is INCORRECT regarding Focus Group Discussions (FGD)?
(A) FGD size is typically between 6 to 12 participants.
(B) The moderator's role is to dominate the conversation and state their own opinions.
(C) It aims to capture group dynamics and collective viewpoints.
(D) Participants are usually selected based on common characteristics relevant to the topic.

2011
**173.** The primary advantage of an interview schedule over a mailed questionnaire in rural extension research is:
(A) It accommodates illiterate respondents and raises response rates.
(B) It incurs much lower operational costs and requires fewer resources.
(C) It demands far less overall execution time during field data collection.
(D) It completely removes any potential bias introduced by the interviewer.

2011
**174.** Probing in an interview refers to:
(A) Forcing the respondent to answer questions they previously skipped
(B) Conducting a physical assessment of the respondent's farm assets
(C) Asking follow-up questions to clarify a vague or incomplete response
(D) Terminating the dialogue abruptly before all sections are completed

2013
**175.** Which type of question offers a fixed set of alternatives for the respondent to choose from?
(A) Open-ended questions
(B) Unstructured questions
(C) Projective questions
(D) Closed-ended questions

2024
**176.** A leading question in an interview schedule should be avoided because it:
(A) Proves highly complex for typical respondents to comprehend
(B) Demands excessive time to read and process during interview

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correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006
**215.** The mathematical transformation used in paired-comparison scaling to convert proportions into normal deviate ($Z$) values relies on the:
(A) Binomial distribution
(B) Standard normal distribution
(C) Poisson distribution
(D) Chi-square distribution

2013
**216.** In the Equal-Appearing Interval method, the scale value of an item is statistically represented by its:
(A) Mode
(B) Standard Deviation
(C) Median
(D) Variance

2006
**217.** The scaling technique developed by Rensis Likert is formally known as the method of:
(A) Equal-Appearing Intervals
(B) Scalogram Analysis
(C) Successive Intervals
(D) Summated Ratings

2013
**218.** A standard Likert-type item provides respondents with a statement and asks them to indicate:
(A) Their agreement or disagreement level
(B) Their objective knowledge on the topic
(C) Their relative ranking among other items
(D) Their direct psychological projection state

2006
**219.** In a 5-point Likert scale for measuring attitude, if a strongly negative statement is given, the scoring for "Strongly Agree" is typically assigned the value of:
(A) 1
(B) 2
(C) 4
(D) 5

2009
**220.** Guttman's scalogram analysis is designed to create a scale that is:
(A) Inherently multidimensional in structure
(B) Cumulative and unidimensional in nature
(C) Strictly interval-based in measurement
(D) Entirely free from random measurement error

2015
**221.** In a perfect Guttman scale, knowing a respondent's total score allows the researcher to predict exactly:
(A) Which specific items they accepted or rejected
(B) Their exact future behavior with absolute certainty
(C) Their broad socio-economic standing in society
(D) Their expected score on an entirely separate scale

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2010
**222.** The mathematical index used to determine if a set of items forms a valid Guttman scale is the:
(A) Cronbach's Alpha
(B) Pearson Correlation Coefficient
(C) Coefficient of Reproducibility
(D) Discrimination Index

2022
**223.** What is the minimum acceptable value for the Coefficient of Reproducibility in Guttman scaling?
(A) 0.50
(B) 0.70
(C) 0.90
(D) 1.00

2023
**224.** Consider the following steps in Likert scale construction:
I. Collection of a large pool of items (positive and negative).
II. Administering items to a sample.
III. Conducting item analysis (calculating $t$ -values).
IV. Retaining items with high $t$-values.
V. Using a panel of judges to sort items into 11 piles.
Which of the above steps are involved in constructing a Likert scale?
(A) I, III, IV and V
(B) II, III, IV and V
(C) I, II, III and IV
(D) I, II and V

2023
**225.** A key difference between Likert and Thurstone scales is that Likert scales:
(A) Rely on an independent panel of expert judges for item valuation
(B) Select items via trial-sample item analysis, bypassing judges
(C) Achieve a level of measurement that is

**List II :** (Feature)
1. Sorting cards into a quasi-normal distribution
2. Uncovering hidden motives via ambiguous stimuli
3. Rating concepts on bipolar adjective scales
4. Mapping social network ties

(A) P-4, Q-3, R-1, S-2
(B) P-3, Q-1, R-4, S-2
(C) P-1, Q-4, R-2, S-3
(D) P-4, Q-2, R-1, S-3

2008

**187.** The Rorschach Inkblot Test and the Thematic Apperception Test (TAT) are classic examples of:
(A) Objective knowledge tests
(B) Projective techniques
(C) Sociometric tests
(D) Scaling techniques

2022

**188.** Projective techniques operate on the principle that respondents will:
(A) Consciously distort their true opinions to please researchers
(B) Project unconscious motives onto ambiguous sensory stimuli
(C) Systematically refuse to respond to direct questionnaires
(D) Consistently select the mathematically ideal choice offered

2003

**189.** In Q-methodology, the set of statements given to the participant to sort is referred to as the:
(A) Q-sample
(B) P-sample
(C) Q-sort
(D) Factor matrix

2019

**190.** Osgood identified three major dimensions of meaning in the Semantic Differential scale. They are:
(A) Cognitive, Affective, and Psychomotor
(B) Validity, Reliability, and Usability
(C) Evaluation, Potency, and Activity
(D) Good, Bad, and Neutral

2014

**191.** Consider the following combinations of psychological techniques and their purposes:
I. Sociometry - Identifies opinion leaders in a village.
II. Semantic Differential - Assesses the meaning of 'Organic Farming' using pairs like 'Good-Bad', 'Strong-Weak'.
III. Q-sort - Measures the exact intelligence quotient (IQ) of a farmer.
IV. Thematic Apperception Test - Requires respondents to tell a story about a picture.
Which of the above combinations is/are INCORRECT?
(A) I
(B) II and IV
(C) I and III
(D) III

2006

**192.** An 'Isolate' in a sociogram is an individual who:
(A) Attracts mutual positive selections from all members
(B) Earns direct nominations as the formal group leader
(C) Receives no choices or nominations from any peers
(D) Expressly rejects taking the formal sociometric test

2025

**193.** In ethnographic research, when a researcher lives with the farming community and takes part in their daily agricultural activities while observing them, it is called:
(A) Controlled laboratory observation
(B) Participant observation
(C) Non-participant observation
(D) Indirect observation

2005

**194.** A major advantage of participant observation over survey research is its ability to:
(A) Generate extensive statistical and quantitative data across large samples
(B) Eliminate subjective researcher bias through mechanical recording means
(C) Formulate precise mathematical equations to prove causal relationships
(D) Provide contextualized understanding of behaviors in natural settings

2007

**195.** Non-participant observation implies that the researcher:
(A) Observes the target group without participating in activities
(B) Relies entirely on historical records rather than firsthand viewing
(C) Restricts the data collection to telephone-based remote surveys
(D) Focuses exclusively on archival document

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2009

**196.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Participant observation carries a high risk of 'going native'.
**Reason (R) :** The researcher may become so emotionally involved with the group that they lose their objective academic distance.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2004

**197.** Ethnography, heavily reliant on observation, has its methodological roots primarily in:
(A) Cultural anthropology
(B) Behavioral economics
(C) Quantum mechanics
(D) Cognitive psychology

2008

**198.** Field notes in qualitative observation should ideally separate:
(A) Standard quantitative data elements from numerical statistics
(B) Responses of male participants from those of female subjects
(C) Confirmed empirical hypotheses from unproven research claims
(D) Descriptive observations from researcher interpretations

2025

**199.** Which type of observation involves highly structured rubrics, checklists, and time-sampling methods to tally specific behaviors?
(A) Unstructured observation
(B) Systematic / Structured observation
(C) Ethnographic observation
(D) Phenomenological observation

2008

**200.** 'Reactivity' in observational research refers to:
(A) Chemical interactions occurring within soil samples during laboratory runs
(B) The exact processing speed of statistical software during analysis
(C) Altered behavior of subjects who know they are being watched
(D) Emotional or psychological responses of the researcher to final results

2008

**201.** Covert observation solves the problem of reactivity but raises significant issues regarding:
(A) Overall statistical variance
(B) Travel and logistical costs
(C) Mechanical equipment failure
(D) Research ethics and consent

2013

**202.** Consider the following roles in observational research:
I. Complete participant
II. Participant-as-observer
III. Observer-as-participant
IV. Complete observer
Which of the above are correct observational roles identified by Gold (1958)?
(A) I, II, III and IV
(B) I and II
(C) II and III
(D) I, II and IV

2022

**203.** An extension agent sits quietly at the back of a farmer cooperative meeting, taking notes without speaking. This role is best described as:
(A) Complete participant
(B) Complete observer
(C) Participant-as-observer
(D) Action researcher

2024

**204.** Which of the following is an intrinsic limitation of purely observational data?
(A) It records actual behaviors rather than self-reported statements
(B) It cannot access underlying cognitive motives or past life events
(C) It performs exceptionally well when applied within natural settings
(D) It operates independently of the literacy level of target subjects

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2014

**205.** The Paired-Comparison scaling technique is fundamentally based on Thurstone's Law of:
(A) Comparative Judgment
(B) Categorical Judgment
(C) Equal Proportions
(D) Diminishing Returns

2019

**206.** In the method of paired comparisons, if a researcher has $n$ stimuli (items), how many total pairs must be presented to the judges?
(A) $n^2$
(B) $\frac{n(n+1)}{2}$
(C) $\frac{n(n-1)}{2}$
(D) $2n$

2022

**207.** Thurstone's Equal-Appearing Interval scale relies heavily on the use of:
(A) Complex factor analysis to isolate principal components
(B) Objective, binary true or false knowledge questions
(C) Strict cumulative scalogram analysis of sorted items
(D) A panel of judges to assign scale values to items

2012

**208.** Which of the following is the correct sequence of major steps in constructing a Thurstone Equal-Appearing Interval scale?
(A) Judges sort statements into 11 piles, collect statements, select final items, calculate median
(B) Collect statements, select final items, judges sort statements, calculate median
(C) Collect statements, judges sort statements into 11 piles, calculate median and interquartile range, select final items
(D) Calculate median, collect statements, judges sort into piles, select final items

2019

**209.** In a Thurstone scale, an item is usually rejected and not included in the final scale if its Interquartile Range ($Q$-value) is:
(A) Extremely low, indicating strong agreement among judges
(B) Very high, indicating high ambiguity among judges
(C) Statistically identical to its calculated median value
(D) Precisely zero, showing total consensus of evaluation

2003

**210.** A defining feature of Thurstone's scale is that it attempts to create a scale that behaves at which level of measurement?
(A) Nominal
(B) Ordinal
(C) Interval
(D) Ratio

2005

**211.** Which method of scaling requires judges to make a forced-choice between every possible pair of objects?
(A) Paired-comparison scaling
(B) Likert scaling
(C) Guttman scaling
(D) Semantic differential

2008

**212.** Consider the following statements regarding Thurstone scaling:
I. It is also known as the method of summated ratings.
II. It traditionally uses 11 intervals for sorting.
III. The final scale score is the median/mean value of the items a respondent agrees with.
Which of the above statements is/are INCORRECT?
(A) II
(B) III
(C) I
(D) I and II

2021

**213.** The primary disadvantage of the paired-comparison method is:
(A) The total number of pairs becomes unmanageable as items increase
(B) It is completely impossible to calculate using standard math
(C) It is strictly limited to comparing only two items in total
(D) It fails to incorporate any form of subjective user feedback

2002

**214.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Thurstone scale construction is highly labor-intensive compared to Likert scale construction.
**Reason (R) :** Thurstone scaling requires an independent panel of judges to evaluate and scale the items before the instrument can be administered to the target sample.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the

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(C) Suggests a specific desired answer, introducing systematic bias
(D) Constantly produces negative or defensive reactions from subjects

2005
**177.** In a Focus Group Discussion (FGD), the individual responsible for guiding the conversation without participating in it is the:
(A) Key informant
(B) Moderator
(C) Respondent
(D) Data coder

2011
**178.** Arrange the following steps of conducting an effective Focus Group Discussion (FGD) in the correct chronological order:
1. Conduct the session and record data
2. Define the objective
3. Analyze and report findings
4. Select and invite participants
5. Develop the questioning route (topic guide)

Which of the following sequences is correct?
(A) 2, 4, 5, 1, 3
(B) 5, 2, 4, 1, 3
(C) 4, 2, 5, 1, 3
(D) 2, 5, 4, 1, 3

2011
**179.** A double-barreled question is considered poor design because it:
(A) Combines two inquiries, making the exact response ambiguous
(B) Mandates an excessively long narrative explanation from subjects
(C) Restricts the options to a highly limiting dichotomous format
(D) Duplicates identical questions in different parts of the survey

2014
**180.** Telephone interviews are generally characterized by:
(A) Excellent capacity to document rich non-verbal behaviors
(B) Extremely long durations of interaction per respondent
(C) Rapid data collection with potential coverage bias limitations
(D) Flawless and highly consistent response rates among targets

2004
**181.** Sociometry, a technique developed by J.L. Moreno, is primarily used to map:
(A) Interpersonal relationships, attractions, and repulsions within groups
(B) Geographic and spatial distribution patterns of agricultural farmlands
(C) Fluctuations in the socio-economic status of individuals over time
(D) Comparative biological yields and agronomic performance of crop strains

2019
**182.** A diagrammatic representation of the interpersonal relationships identified through sociometric testing is called a:
(A) Histogram
(B) Dendrogram
(C) Path diagram
(D) Sociogram

2004
**183.** In sociometry, how is a person who receives a very high number of choices or nominations from group members classified?
(A) Isolate
(B) Star
(C) Mutual pair
(D) Clique

2022
**184.** The Semantic Differential scale, developed by Osgood, measures the psychological meaning of concepts using:
(A) Long inventories of binary true or false statements
(B) Open-ended, unstructured narrative personal essays
(C) Bipolar adjectives placed on a multi-point rating scale
(D) Complex mathematical and logical reasoning tests

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2010
**185.** Q-methodology is a specialized technique designed for the scientific study of:
(A) Quantum physics principles in agriculture
(B) Standardized physical crop measurements
(C) Broad macro-level population demographics
(D) Individual human subjectivity and attitudes

2010
**186.** Match the specific data collection technique in List-I with its core feature in List-II:
**List I :** (Technique)
P. Sociometry
Q. Semantic Differential
R. Q-methodology
S. Projective Technique

strictly ratio-based
(D) Exclude negative statements and use only positive phrasing

2002
**226.** Match the scale type in List-I with its primary defining characteristic in List-II:
**List I :** (Scale Type)
P. Thurstone
Q. Likert
R. Guttman
**List II :** (Characteristic)
1. Unidimensional, cumulative
2. Equal appearing intervals, panel of judges
3. Summated ratings, item analysis
(A) P-3, Q-2, R-1
(B) P-1, Q-3, R-2
(C) P-2, Q-1, R-3
(D) P-2, Q-3, R-1

2019
**227.** In Likert scaling, item analysis is typically performed by calculating the $t$-value between the:
(A) Top-scoring group (upper 25%) and low-scoring group (lower 25%)
(B) Male respondent subset and the female respondent subset in the study
(C) Active experimental test group and the untreated control group
(D) Baseline pretest scores and the subsequent posttest scores achieved

2013
**228.** Which of the following formulas calculates the Coefficient of Reproducibility (CR) in a Guttman scale? ($e$ = errors, $N$ = respondents, $k$ = items)
(A) $CR = 1 + \frac{e}{N \cdot k}$
(B) $CR = \frac{N \cdot k}{e}$
(C) $CR = 1 - \frac{e}{N \cdot k}$
(D) $CR = 1 - \frac{N}{e \cdot k}$

2008
**229.** In the development of a standardized knowledge test, the 'Difficulty Index' ($P$) of an item represents the proportion of respondents who:
(A) Answered the item correctly
(B) Answered the item incorrectly
(C) Skipped the item completely
(D) Misunderstood the item

2003
**230.** A knowledge test item has a difficulty index of 0.95. This indicates that the item is:
(A) Very difficult
(B) Moderately difficult
(C) Very easy
(D) Defective

2003
**231.** The 'Discrimination Index' (E1/3) of an item measures its ability to distinguish between:
(A) Respondents living in rural versus urban settings
(B) High-knowledge and low-knowledge respondents
(C) Farmers who are literate versus illiterate
(D) Subjects residing in different geographic regions

2002
**232.** An item's discrimination index is calculated mathematically as zero (0.00). This means:
(A) High-scoring group members were the only ones answering correctly
(B) Low-scoring group members were the only ones answering correctly
(C) Equal proportions of both high and low groups answered correctly
(D) No respondent within the entire sample provided a correct answer

2024
**233.** Which of the following statements is INCORRECT regarding item selection for a knowledge test?
(A) Items with a very high difficulty index ( $> 0.80$) are generally rejected as too easy.
(B) Items with a negative discrimination index must be discarded.
(C) Items of medium difficulty (around 0.50) provide the best discrimination.
(D) Items with a discrimination index near zero are highly desirable.

2012
**234.** In calculating item indices, researchers frequently divide the sample into high and low groups. The standard best-practice percentage used to separate these extremes is:
(A) The top and bottom 10% of scores
(B) The top and bottom 27% of scores
(C) The top and bottom 30% of scores
(D) The top and bottom 50% of scores

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2002

**235.** The formula for the Discrimination Index ($DI$) is commonly represented as follows, where $R_U$ is the number of correct responses in the upper group, $R_L$ is the number of correct responses in the lower group, and $N$ is the number of respondents in one group:

(A) $DI = \frac{R_U + R_L}{N}$

(B) $DI = \frac{R_U - R_L}{N}$

(C) $DI = \frac{R_U \cdot R_L}{N}$

(D) $DI = \frac{N}{R_U - R_L}$

2021

**236.** A negative discrimination index implies that:

(A) The test item is fundamentally and structurally sound in design

(B) More low-knowledge than high-knowledge peers got the item correct

(C) Every single respondent in the sample answered the item incorrectly

(D) The question exhibits flawless reliability and internal consistency

2001

**237.** Arrange the following basic steps of developing a standardized knowledge test in the correct chronological order:

1. Item selection based on indices
2. Collection of initial item pool
3. Calculation of difficulty and discrimination indices
4. Establishing reliability and validity
5. Item administration (pilot testing)

Which of the following sequences is correct?

(A) 2, 5, 3, 1, 4

(B) 2, 3, 5, 1, 4

(C) 5, 2, 3, 1, 4

(D) 2, 5, 1, 3, 4

2012

**238.** Biserial or point-biserial correlation is often used in item analysis to correlate:

(A) Two separate continuous variables measured on interval scales

(B) Two distinct dichotomous variables with binary values only

(C) A binary item score with a continuous total test score

(D) Broad nominal categories compared against ordinal ranked data

2019

**239.** An item with a difficulty index of 0.50 and a discrimination index of 0.60 would be considered:

(A) Too easy and should be discarded

(B) Too difficult and should be discarded

(C) Lacking in discriminative power

(D) An excellent item to retain

2011

**240.** The 'distractor analysis' in multiple-choice questions checks if the incorrect options are:

(A) Readily identified as highly obvious or silly in nature

(B) Chosen exclusively by the highest-scoring upper group members

(C) Plausible and chosen mostly by lower-scoring group members

(D) Syntactically and grammatically identical to correct options

2004

**241.** A composite index (like a Socio-Economic Status scale) combines multiple diverse indicators into:

(A) A qualitative narrative report

(B) A single numerical summary score

(C) A matrix of independent nominal values

(D) A continuous textual paragraph

2010

**242.** When constructing a composite adoption index, different recommended practices may not hold equal importance. To address this, the researcher should apply:

(A) Randomization

(B) Elimination

(C) Non-parametric testing

(D) Differential weighting

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2011

**243.** The widely used Socio-Economic Status (SES) scale for rural India developed by Trivedi and Pareek (1964) includes which of the following sets of indicators?

(A) Land, education, house type, occupation, caste, and family

(B) Total annual household income and liquid cash savings alone

(C) Ownership status of tractors and overall agricultural farm size

(D) Urban-to-rural migration rates and baseline level of education

2005

**244.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).

**Assertion (A) :** Variables measured in different units (e.g., income in rupees, land in hectares) must be standardized before being aggregated into a composite index.
**Reason (R) :** Standardizing converts different units into a common scale (like $Z$-scores), preventing variables with large numerical ranges from disproportionately dominating the index.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2025
**245.** The "Adoption Quotient" developed by Chattopadhyay and Pareek is a classic multidimensional index. It fundamentally measures:
(A) Extent, potential, and consistency of adopting farming innovations
(B) Ratio of owned agricultural land to leased agricultural properties
(C) Overall speed and frequency of adopting modern digital devices
(D) Total monetary income generated exclusively from crop cultivation

2010
**246.** To empirically determine the statistical weight of different dimensions in a composite index, researchers commonly utilize which technique?
(A) Simple and weighted moving statistical averages
(B) Standard bivariate non-parametric Chi-square tests
(C) Independent samples and paired-comparison t-tests
(D) Principal Component Analysis or Factor Analysis runs

2023
**247.** Match the steps of index construction in List-I with their purpose in List-II:
**List I :** (Step)
P. Selection of indicators
Q. Scaling/Standardization
R. Weighting
S. Aggregation
**List II :** (Purpose)
1. Combining all values into one final score
2. Assigning relative importance to different items
3. Identifying the specific variables to measure the construct
4. Converting variables to a common metric (e.g., $Z$-scores)
(A) P-4, Q-3, R-1, S-2
(B) P-3, Q-4, R-2, S-1
(C) P-1, Q-2, R-4, S-3
(D) P-2, Q-1, R-3, S-4

2024
**248.** The mathematical formula for converting a raw score $X$ into a standard $Z$-score is:
(A) $\mathrm{Z} = (\mathrm{X} - \mathrm{Median}) \cdot \mathrm{Variance}$
(B) $\mathrm{Z} = \dfrac{\mathrm{Mean}}{\mathrm{X} - \mathrm{Standard\ Deviation}}$
(C) $\mathrm{Z} = \dfrac{\mathrm{X} - \mathrm{Mean}}{\mathrm{Standard\ Deviation}}$
(D) $\mathrm{Z} = \dfrac{\mathrm{X} + \mathrm{Mean}}{\mathrm{Variance}}$

2015
**249.** If an adoption index simply counts the number of practices adopted out of 10, without any weights or dimensions, it is technically an unweighted:
(A) Standard Likert scale score
(B) Guttman scalogram score
(C) Weighted factor analysis score
(D) Basic inventory checklist score

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2010
**250.** Consider the following statements regarding index construction:
I. An index simplifies complex, multidimensional data.
II. Expert judgment can be used to assign weights.
III. Standardizing variables is unnecessary if they are all continuous.
IV. The Human Development Index (HDI) is a global example of a composite index.
Which of the above statements are correct?
(A) I, II and IV
(B) II, III and IV
(C) I, III and IV
(D) I and II

2025
**251.** Normalization using the Min-Max method scales all variables to fall within a specific range, most typically:
(A) -3 to +3
(B) -1 to +1
(C) 0 to 1
(D) 1 to 100

2005
**252.** A major critique of composite indices is that:

(D) $F$-ratio

**2007**

**272.** Which of the following statements is INCORRECT regarding parametric tests?
(A) They require at least interval-level data.
(B) They assume homogeneity of variance.
(C) They are generally less powerful than non-parametric tests.
(D) The paired $t$-test is used for before-and-after designs on the same subjects.

**2013**

**273.** Homogeneity of variance, an assumption for independent $t$-tests and ANOVA, is formally tested using:
(A) Pearson's $r$
(B) Levene's Test
(C) Spearman's rho
(D) Mann-Whitney U

**2013**

**274.** In a paired samples $t$-test, the degrees of freedom ($df$) is calculated as:
(A) $n_1 + n_2 - 2$
(B) $k - 1$
(C) $N - k$
(D) $n - 1$ (where $n$ is the number of pairs)

**2008**

**275.** The coefficient of determination, calculated as $r^2$, represents the:
(A) Proportion of variance explained by the statistical model
(B) Mathematical probability of committing a Type II statistical error
(C) Calculated numeric slope coefficient of the linear regression line
(D) Cumulative sum of squares computed within analysis of variance

**2019**

**276.** Match the statistical test in List-I with its parametric application in List-II:
**List I :** (Statistical Test)
P. Independent $t$-test
Q. Paired $t$-test
R. One-way ANOVA
S. Pearson Correlation
**List II :** (Parametric Application)
1. Relationship between two continuous variables
2. Mean difference between 3 or more groups
3. Mean difference between 2 independent groups
4. Mean difference within the same group (pre/post)
(A) P-2, Q-4, R-3, S-1
(B) P-1, Q-2, R-3, S-4
(C) P-3, Q-4, R-2, S-1
(D) P-4, Q-3, R-1, S-2

**2025**

**277.** Non-parametric statistics are frequently referred to as:
(A) Distribution-free tests
(B) High-power tests
(C) Variance-heavy tests
(D) Ratio-level tests

**2023**

**278.** The Chi-square ($\chi^2$) test of independence is fundamentally used to determine whether there is a significant association between two:
(A) Ratio level variables
(B) Interval level variables
(C) Continuous level variables
(D) Categorical level variables

**2008**

**279.** The non-parametric equivalent of the Independent Samples $t$-test is the:
(A) Mann-Whitney U test
(B) Kruskal-Wallis H test
(C) Wilcoxon Signed-Rank test
(D) Spearman Rank Correlation

**2002**

**280.** If an extension researcher wants to correlate farmers' rank in a competition with their rank in farm size, the most appropriate statistic is:
(A) Pearson's $r$
(B) Independent $t$-test
(C) Spearman's Rank Order Correlation (rho)
(D) ANOVA

**2001**

**281.** The Kruskal-Wallis H test is the non-parametric alternative to:
(A) Paired $t$-test
(B) Pearson correlation
(C) Chi-square test
(D) One-way ANOVA

**2001**

**282.** Consider the following tests used in statistical analysis:
I. Chi-square
II. Mann-Whitney U
III. Wilcoxon Signed-Rank
IV. Independent $t$-test
V. Kruskal-Wallis

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(A) Substituted automatically with a zero score in the master dataset
(B) Replaced with the oldest recorded participant age in the sample
(C) Deleted completely along with the entire completed questionnaire
(D) Left blank or given a missing-value code for statistical handling

2019
**263.** Content analysis is a specific research technique used primarily to:
(A) Compute standard deviation values across various datasets
(B) Quantify communication texts and interviews systematically
(C) Determine the exact chemical compositions within soil samples
(D) Assess standard sampling errors occurring in random designs

2004
**264.** Arrange the following general steps of qualitative data analysis in the correct chronological order:
1. Familiarization with the data (reading transcripts)
2. Generating initial codes
3. Searching for themes
4. Reviewing and refining themes
5. Writing up the final narrative

Which of the following sequences is correct?
(A) 2, 1, 3, 4, 5
(B) 1, 3, 2, 4, 5
(C) 1, 2, 3, 4, 5
(D) 3, 1, 2, 5, 4

2022
**265.** Parametric statistics are based on several mathematical assumptions. Which of the following is a primary assumption of a parametric test?
(A) Measurement of variable data using basic nominal scales
(B) Extremely small sample sizes restricted to under five cases
(C) Completely unequal variance patterns across compared groups
(D) Normal distribution of the continuous dependent variable

2017
**266.** To test for a significant difference between the mean yield of a control group and an experimental group (two independent groups), the appropriate parametric $t$-test is the:
(A) Independent samples t-test
(B) Paired samples t-test
(C) Chi-square test
(D) Pearson correlation

2010
**267.** Analysis of Variance (ANOVA) is primarily used when a researcher wants to compare the means of:
(A) Exactly two distinct groups
(B) Three or more independent groups
(C) Two unrelated continuous variables
(D) Multi-category nominal datasets

2019
**268.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Using multiple $t$-tests to compare three or more groups increases the risk of a Type I error.
**Reason (R) :** ANOVA controls the overall experiment-wise error rate by testing all group means in a single analysis.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2002
**269.** The Pearson Product-Moment Correlation Coefficient ($r$) measures the:
(A) Linear relationship strength and direction between continuous variables
(B) Non-linear or curvilinear associations occurring between categorical variables
(C) Direct, absolute cause-and-effect pathways operating between two variables
(D) Calculated differences existing between two independent sample means

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2006
**270.** A Pearson correlation coefficient of -0.85 indicates a:
(A) Weak negative relationship
(B) Strong positive relationship
(C) Strong negative relationship
(D) Complete lack of relationship

2016
**271.** In ANOVA, the test statistic calculated is the:
(A) $t$-value
(B) $Z$-score
(C) Chi-square value

(C) Introduction, Methods, Results, And Discussion
(D) Indexing, Modeling, Reporting, And Drafting

2009

**293.** The ethical principle of 'Informed Consent' requires that participants:
(A) Learn about the study's scope, risks, and benefits before consenting
(B) Receive standardized financial compensation for all of their logged time
(C) Lose the right to withdraw from the research trial once sessions begin
(D) Expressly sign legal waivers releasing the institution from liabilities

2001

**294.** Plagiarism in academic research is defined as:
(A) Utilizing pre-existing secondary datasets collected by external agencies
(B) Collaborating formally with peer researchers to write a co-authored paper
(C) Paraphrasing published academic work while providing full proper citations
(D) Presenting someone else's work or ideas as one's own without citation

2025

**295.** Which ethical principle ensures that a researcher cannot link a given response to a specific participant?
(A) Confidentiality
(B) Anonymity
(C) Beneficence
(D) Justice

2002

**296.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Setting a stricter alpha level (e.g., from 0.05 to 0.01) reduces the risk of a Type I error.
**Reason (R) :** It requires stronger evidence to reject the null hypothesis, making it harder to find a significant result by chance.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2001

**297.** The 'Discussion' section of an IMRAD structured paper is primarily intended to:
(A) Detail the exhaustive step-by-step field procedures of data collection
(B) Present raw statistical tables and descriptive charts without commentary
(C) Record funding sources, institutional grants, and peer acknowledgments
(D) Interpret results, compare with literature, and explain implications

2013

**298.** Consider the following statements concerning research ethics:
I. Anonymity and confidentiality mean the exact same thing.
II. Plagiarism can occur unintentionally.
III. Fabrication is inventing data or results.
IV. Falsification is manipulating research materials or processes.
Which of the above statements are correct?
(A) II, III and IV
(B) I, II and III
(C) I, III and IV
(D) I and II

2002

**299.** The 'Power' of a statistical test, defined as $1 - \beta$, refers to the probability of:
(A) Making a Type I error
(B) Correctly rejecting a false null hypothesis
(C) Correctly accepting a true null hypothesis
(D) Having zero sampling error

2008

**300.** Which of the following represents the correct sequential order of a standard research report?
(A) Abstract, Literature Review, Introduction, Methods, Discussion, Results, References
(B) Abstract, Introduction, Literature Review, Methods, Results, Discussion, References
(C) Introduction, Abstract, Methods, Results, Discussion, Literature Review, References
(D) Methods, Results, Introduction, Literature Review, Discussion, Abstract, References

**********

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Which of the above are non-parametric tests?
(A) I, II, III and V
(B) I, III, IV and V
(C) II, III, IV and V
(D) I, II and IV

2008
**283.** In calculating the Chi-square statistic, the formula relies on the difference between:
(A) Observed and expected sample means
(B) Observed and expected cell frequencies
(C) Orderings of assigned ranked variables
(D) Sample variance and standard deviations

2009
**284.** Which non-parametric test is appropriate for comparing two related samples (equivalent to the paired $t$-test)?
(A) Mann-Whitney U test
(B) Wilcoxon Signed-Rank test
(C) Kruskal-Wallis test
(D) Spearman's rho

2011
**285.** In a Chi-square test of independence, the expected frequency in any cell of the contingency table should ideally not be less than:
(A) 1
(B) 5
(C) 10
(D) 50

2003
**286.** Non-parametric tests are particularly useful when:
(A) Collected sample size is exceptionally massive and diverse
(B) Target dataset conforms to a perfect normal distribution curve
(C) Data violates normality assumptions or is measured ordinally
(D) Maximum statistical power is desired for continuous interval data

2016
**287.** Match the parametric test in List-I with its non-parametric equivalent in List-II:
**List I :** (Parametric Test)
P. Independent $t$-test
Q. Paired $t$-test
R. One-way ANOVA
S. Pearson Correlation
**List II :** (Non-parametric Equivalent)
1. Wilcoxon Signed-Rank Test
2. Mann-Whitney U Test
3. Spearman's Rank Correlation
4. Kruskal-Wallis H Test
(A) P-1, Q-2, R-3, S-4
(B) P-4, Q-3, R-1, S-2
(C) P-2, Q-4, R-1, S-3
(D) P-2, Q-1, R-4, S-3

2002
**288.** When calculating Spearman's rank correlation, if ties in ranks occur, the researcher should:
(A) Discard all involved tied data cases from the analysis
(B) Arbitrarily assign one higher ranking over the other case
(C) Assign the calculated average rank to each tied observation
(D) Transition to a standard Pearson correlation run immediately

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2001
**289.** The difference between a Type I error and a Type II error is that:
(A) Type I accepts a false null hypothesis; Type II rejects a true null hypothesis.
(B) Type I rejects a true null hypothesis; Type II accepts a false null hypothesis.
(C) Type I is a sampling error; Type II is a measurement error.
(D) Type I applies to qualitative data; Type II applies to quantitative data.

2016
**290.** The probability of committing a Type I error is denoted by:
(A) Beta
(B) Power
(C) Gamma
(D) Alpha

2019
**291.** A $p$-value of 0.03 indicates:
(A) A 3% chance of getting these results if the null hypothesis is true
(B) There is a strict 3% probability that the alternative hypothesis is false
(C) The measurement instrument exhibits exactly 3% reliability in field runs
(D) The final collected sample size was statistically too small by exactly 3%

2013
**292.** In standard academic report writing, the acronym IMRAD stands for:
(A) Introduction, Methodology, Research, Analysis, Data
(B) Investigation, Management, Review, And Dissemination

**29.** (D) It must be empirically testable.
An essential criterion for a good hypothesis is that it must be empirically testable using available scientific instruments and methods. A hypothesis cannot be accepted if it cannot be observed, measured, and analyzed in the physical world. This testability allows researchers to gather objective evidence to support or refute the proposed relationship.

**30.** (C) Type I error
A Type I error occurs in statistical hypothesis testing when a researcher incorrectly rejects a true null hypothesis. This error is also known as a false positive, where the researcher concludes that a significant relationship or effect exists when, in reality, the observed difference was purely due to random chance or sampling fluctuations.

**31.** (B) Alternate hypothesis
In research methodology, the symbol $H_1$ or $H_a$ represents the alternate hypothesis. This hypothesis states that a significant relationship, difference, or effect does exist between the variables being investigated. It is accepted only when statistical analysis provides sufficient evidence to reject the baseline null hypothesis at a predetermined level of significance.

**32.** (C) I and II
A null hypothesis assumes no relationship exists, which contradicts the claim that it assumes a relationship. Additionally, a non-directional hypothesis predicts an effect exists but does not specify the direction, unlike directional hypotheses. Therefore, statements describing null hypotheses as assuming relationships and non-directional hypotheses as predicting exact directions are incorrect in methodology.

**33.** (A) Testability
If a hypothesis is conceptually clear but lacks available methods or instruments for testing, it fails the criterion of testability. Testability requires that a proposition can be subjected to empirical observation to determine whether its predicted relationships match real-world data.

**34.** (C) A is false but R is true.
A directional hypothesis requires a one-tailed statistical test, not a two-tailed test, because it specifies the exact direction of the expected effect. However, the explanation that a directional hypothesis predicts whether a change is an increase or a decrease is entirely true. Therefore, the assertion is false while the reasoning is correct.

**35.** (A) Non-directional hypothesis
The statement predicting a difference in yield between Variety A and Variety B is a non-directional hypothesis. It asserts that a difference exists between the two groups, but it does not specify which variety will have a higher or lower yield. This open prediction requires a two-tailed statistical test for verification.

**36.** (A) P-3, Q-2, R-4, S-1
A null hypothesis assumes no relationship exists, while a directional hypothesis specifies the relationship's positive or negative nature. A non-directional hypothesis predicts an effect without specifying its direction. Finally, a working hypothesis is the initial assumption guiding a study, making this logical alignment the correct mapping of basic hypothesis concepts.

**37.** (B) Independent variable
In an experiment studying the effect of fertilizer doses on crop yield, the fertilizer dose is the independent variable. This variable is systematically manipulated, controlled, or selected by the researcher to observe its direct influence on the outcome. The changes in this variable act as the presumed cause in the experiment.

**38.** (C) Independent, Intervening, Dependent
In a causal pathway, the correct sequence starts with the independent variable, which acts as the initial stimulus or cause. This independent variable influences the intervening variable, which represents the internal, unobserved process linking the cause to the outcome. Finally, this process produces the change in the dependent variable, representing the effect.

**39.** (D) Intervening variable
An intervening variable is a conceptual factor that theoretically affects the dependent variable but cannot be directly observed, measured, or manipulated during an experiment. It operates between the independent and dependent variables, helping to explain the underlying psychological or cognitive mechanism that connects the cause to the final observed effect.

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# ANSWERS

**1.** (A) The study of valid knowledge and how it is acquired

Epistemology is the branch of philosophy investigating the nature, origin, methods, and limits of human knowledge. In scientific research, this study determines how investigators acquire valid knowledge, establishing the criteria for what constitutes acceptable evidence. It guides researchers in understanding truth, justification, and the rationality of belief during their scientific investigations.

**2.** (B) II and III

Social research in extension begins systematically by defining the research problem as its foundational step. Once this problem is properly identified, subsequent stages proceed through research design, data collection, and data analysis. Finally, interpreting those analyzed findings allows for the creation of reports, meaning reporting naturally and logically follows data analysis.

**3.** (A) Positivism

Positivism is a philosophical approach asserting that genuine knowledge can only be obtained through empirical observation, measurement, and the methods of the natural sciences. This paradigm emphasizes objectivity, generalizability, and the testing of hypotheses. It rejects metaphysical speculation or subjective interpretations in favor of verifiable facts and quantifiable data.

**4.** (A) Both A and R are true and R is the correct explanation of A.

The scientific method prioritizes empirical verification over intuition to ensure that findings are grounded in observable and measurable evidence. This reliance on concrete verification allows other researchers to independently test, scrutinize, and replicate the study under similar conditions. Consequently, empirical verification directly explains why science rejects subjective intuition for building reliable knowledge.

**5.** (B) Formulate new theories and expand the existing knowledge base

Basic or fundamental research in agricultural extension focuses primarily on generating theoretical understanding and expanding the overall scientific knowledge base. Rather than addressing immediate practical field problems, this type of research seeks to formulate new concepts, principles, and theories. This academic process provides the essential conceptual foundation that later supports applied extension work.

**6.** (A) P-2, Q-3, R-1, S-4

Action research addresses immediate local problems, whereas applied research solves broader practical issues within a specific domain. Evaluative research systematically assesses the effectiveness of a program or intervention against predetermined criteria. Exploratory research investigates phenomena with limited existing data to gain basic insights, making this matched sequence highly logical and accurate.

**7.** (D) It is primarily associated with qualitative, theory-building research.

The deductive approach is primarily associated with quantitative, theory-testing research rather than qualitative, theory-building studies. It starts with an established general theory, formulates specific hypotheses based on existing literature, and collects empirical data to confirm or refute those predictions. Qualitative research, conversely, typically relies on inductive approaches for theoretical development.

**8.** (A) Observation, Problem definition, Hypothesis formulation, Experimentation, Conclusion

The scientific method follows a logical and chronological sequence of inquiry. It begins with initial observations of a phenomenon, which lead directly to a clear problem definition. Researchers then formulate a testable hypothesis to explain this problem, conduct controlled experimentation to collect data, and analyze results to draw a final valid conclusion.

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(A) They prove far too simplistic to compute in complex research
(B) Subjective choice of indicators can arbitrarily alter rankings
(C) They are statistically restricted to processing nominal data
(D) They cannot be evaluated through standard statistical techniques

2017
**253.** In data processing, the procedure of carefully reviewing completed interview schedules to detect and correct errors, omissions, or inconsistencies is termed:
(A) Editing
(B) Coding
(C) Tabulation
(D) Transformation

2021
**254.** The process of assigning numerals or symbols to answers so that responses can be put into a limited number of categories is called:
(A) Editing
(B) Tabulation
(C) Coding
(D) Scaling

2022
**255.** A researcher creates a table displaying both the gender of respondents and their adoption category (Low, Medium, High). This is an example of:
(A) One-way tabulation
(B) Data transcription
(C) Basic item analysis
(D) Cross-tabulation

2009
**256.** In qualitative data analysis, the process of systematically organizing raw text into categories and themes is known as:
(A) Factor analysis
(B) Cross-tabulation
(C) Thematic coding
(D) Parametric testing

2013
**257.** A 'codebook' in quantitative research methodology primarily serves to:
(A) Furnish the final empirical answers to primary study questions
(B) List variables, their names, and assigned numeric codes
(C) Instruct target respondents on how to complete survey forms
(D) Publish the comprehensive conceptual and theoretical framework

2018
**258.** Consider the following statements concerning data processing:
I. Editing should ideally be done immediately after field data collection.
II. Coding open-ended questions requires reading through responses to develop a coding frame.
III. Tabulation is the process of writing qualitative narrative text.
IV. Data entry involves transferring coded data into software like SPSS.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) IV
(C) II and III
(D) III

2022
**259.** A classic approach in qualitative data analysis introduced by Glaser and Strauss, characterized by constant comparison and theoretical sampling, is called:
(A) Grounded Theory
(B) Content analysis
(C) ANOVA
(D) Path analysis

2014
**260.** During qualitative analysis, a researcher generates codes directly from the data rather than starting with a pre-existing theoretical framework. This is an example of:
(A) Deductive coding
(B) Matrix coding
(C) Inductive coding
(D) Numerical coding

2005
**261.** Transcription in qualitative research involves:
(A) Verbatim conversion of audio recordings into text
(B) Transformation of raw statistical tables into visual graphs
(C) Translation of research papers into various localized languages
(D) Allocation of specific statistical weights to survey variables

2013
**262.** In a dataset, a missing value for a respondent's age should ideally be:

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**19.** (A) Scope - Defines the boundaries of the study
The scope of a study specifies the precise boundaries within which the research will be conducted, such as geographic location, population characteristics, and time limits. It prevents the study from becoming too broad. Rationale explains the justification, objectives outline the specific aims, and limitations address weaknesses beyond the researcher's immediate control.

**20.** (B) Low practical utility for farmers
Selecting a research problem based solely on personal convenience rather than real field needs results in studies with low practical utility for farmers. Extension research aims to solve concrete problems in agricultural systems. If researchers ignore these actual needs, the findings will fail to address critical challenges, rendering the study irrelevant to the community.

**21.** (B) Research objective
A research objective is a concrete, formal statement detailing the specific goals the investigator intends to achieve through their study. These objectives guide the entire research process, directly informing the choice of methodology, data collection tools, and analysis techniques. They must be written in clear, measurable, and highly specific terms.

**22.** (B) I, II, III and V
Identifying valid research problems in extension relies on objective sources. Field observations, recommendations from previous studies, government policy documents, and technological gaps represent highly reliable sources of inquiry. Personal prejudices must be strictly excluded, as they introduce subjective bias and undermine the scientific objectivity required to formulate a sound research problem.

**23.** (D) The availability of external agency funding
Internal criteria for selecting a research problem refer to factors directly related to the researcher, such as personal interest, professional competence, and personal resource limitations. The availability of funding from an external agency is classified as an external criterion, as it depends entirely on factors outside the researcher's own personal capabilities and characteristics.

**24.** (A) It lacks a clear, empirically testable question.
An incorrectly formulated research problem is characterized by the absence of a clear, empirically testable question. Scientific research requires problems to be structured in a way that allows empirical observations to provide answers. Without a researchable question, investigators cannot select appropriate variables, gather relevant data, or conduct objective statistical hypothesis testing.

**25.** (B) Null hypothesis
A null hypothesis is a formal proposition stating that no significant difference, effect, or relationship exists between two or more variables in a population. Represented symbolically as $H_0$, it serves as the baseline assumption that researchers attempt to statistically reject or fail to reject through their empirical data analysis and testing.

**26.** (B) Directional alternative hypothesis
The hypothesis stating that training interventions will increase adoption rates is a directional alternative hypothesis. It is an alternative hypothesis because it posits a true effect or difference between groups. It is directional because it specifies the exact nature of the change, predicting an increase in the adoption rate rather than a simple difference.

**27.** (A) Provide a tentative, testable research answer
The primary purpose of a hypothesis in scientific research is to offer a tentative, logically sound, and empirically testable answer to the research question. It bridges the gap between theoretical frameworks and physical observation, guiding researchers on what data to collect and how to analyze relationships between the key variables under study.

**28.** (A) Both A and R are true and R is the correct explanation of A.
Statistical testing directly evaluates the null hypothesis rather than the alternative hypothesis. This procedure is chosen because it is mathematically simpler to compute the probability of finding a specific outcome under the assumption that no true effect exists. Therefore, assuming zero difference provides a clear, objective baseline for determining statistical significance and rejecting chance.

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**9.** (B) Ethnographic research
Ethnographic research focuses on studying the shared culture, behaviors, and social structures of a specific group or community over an extended period. Researchers immerse themselves in the natural environment of the subjects to gather deep qualitative insights. This observational approach is ideal for understanding the unique practices of indigenous farming communities.

**10.** (B) Achieve scientific triangulation and offset single-method weaknesses
Employing a mixed-methods approach allows extension researchers to achieve scientific triangulation by combining quantitative and qualitative techniques. This integration offsets the inherent weaknesses of using a single method, enriching the overall validity and depth of the findings. It provides a more comprehensive understanding of complex social and behavioral phenomena in agricultural communities.

**11.** (A) Intuitive reasoning
The scientific method relies on systematic processing, empirical objectivity, and method replicability to ensure unbiased and verifiable findings. Intuitive reasoning is based on subjective feelings or guesses rather than structured, observable evidence, making it incompatible with these rigorous criteria. Thus, scientific investigations reject intuition as a primary tool for establishing valid empirical facts.

**12.** (B) II
Descriptive research is designed to answer questions about what is happening, where, when, and how, rather than explaining why a phenomenon occurs. Explaining the underlying causes or reasons for an event is the primary function of explanatory or analytical research. Therefore, characterizing descriptive research as answering "why" questions is inaccurate in methodology.

**13.** (D) Specific, researchable, and relevant to the field
A well-formulated research problem in agricultural extension must be specific, researchable, and highly relevant to field realities. It should clearly define the boundaries of the study and propose a question that can be empirically investigated using standard methodologies. This practical relevance ensures that the final findings contribute meaningfully to agricultural development.

**14.** (C) Cost and time feasibility
The practical viability of a research problem is assessed by examining the feasibility of its required cost and time. Even if a topic is theoretically important, researchers must ensure they possess the necessary budget, tools, and schedule to successfully complete the study. Without these resources, empirical execution becomes impossible in real-world settings.

**15.** (B) Statement of the problem
The statement of the problem is the component of a research proposal that clearly defines the gap in existing knowledge. It outlines the specific issue, discrepancy, or unanswered question that the researcher intends to address. This statement justifies the necessity of the investigation by showing what is currently missing in the academic literature.

**16.** (A) P-4, Q-1, R-2, S-3
Problem selection criteria involve distinct dimensions. Novelty concerns the uniqueness of the research question to avoid duplication. Feasibility assesses practicality regarding available time and resources. Relevance evaluates the importance of the study to agricultural extension. Ethical acceptability ensures that the research process avoids causing any harm to the participating human respondents.

**17.** (A) Problem delineation
Problem delineation is the systematic process of narrowing down a broad, general area of academic interest into a highly specific, testable research question. It involves setting clear boundaries, identifying key variables, and excluding irrelevant aspects. This focusing mechanism ensures the research remains manageable, targeted, and methodologically sound throughout the empirical investigation.

**18.** (B) 1, 2, 3, 4, 5
Formulating a research problem proceeds in a highly systematic sequence. A researcher first identifies a broad field of interest, then dissects this area into manageable sub-areas. From these, they select the most relevant sub-area, raise specific research questions about it, and finally formulate clear, actionable objectives to guide the study.

**40.** (A) Moderator variable
A moderator variable is a factor that alters the direction or strength of the relationship between an independent and a dependent variable. It determines under what conditions or for which subgroups the primary relationship holds true. This interaction effect shows that the main causal impact varies based on the moderator's level.

**41.** (B) Criterion variable
In research terminology, a dependent variable is also commonly referred to as the criterion variable, particularly in non-experimental and predictive studies. It represents the outcome, response, or effect that is measured to determine the influence of the independent variable, which is conversely known as the predictor variable in such analytical frameworks.

**42.** (A) I, III and IV
An independent variable is manipulated by researchers, and the dependent variable is the measured outcome. Continuous variables can take any fractional value within a specific range. Extraneous variables, however, are not intentionally measured to prove hypotheses; instead, they are controlled to prevent confounding, making the other three statements correct.

**43.** (A) Extraneous variables
Extraneous variables are factors that are not of primary interest in a study but can systematically influence the dependent variable. If left uncontrolled, these variables can confound the results, making it difficult to determine whether the observed changes were caused by the independent variable or by these external, confounding factors.

**44.** (C) Categorical variable
Gender, when classified strictly as male or female in a research study, serves as a categorical variable. This type of variable places participants into distinct, non-overlapping groups based on a specific characteristic. Since it represents qualitative categories without inherent numerical values or order, it is measured on a nominal scale.

**45.** (D) Moderator variable
If the impact of mobile-based advisories on farmers' knowledge changes based on their literacy level, the literacy level acts as a moderator variable. It modifies the primary relationship, indicating that the effectiveness of the independent variable on the dependent variable is not uniform but depends directly on this secondary individual characteristic.

**46.** (C) Is a pre-existing trait of the subject (e.g., age)
An attribute variable is a pre-existing characteristic or trait of a subject that cannot be active or directly manipulated by the researcher. Examples include age, gender, education, and socioeconomic status. Researchers can measure and categorize these traits to observe their relationships, but they cannot assign participants to them experimentally.

**47.** (B) A hypothetical internal state linking stimulus and response
An intervening variable is best defined as a hypothetical internal state or process that links the stimulus (independent variable) and the response (dependent variable). It cannot be directly observed or measured, but is inferred to exist to explain why and how the independent variable exerts its causal influence on the final outcome.

**48.** (B) 3, 1, 2, 4
To control extraneous variables during an experiment, a researcher first selects the primary independent variable. Next, they identify potential confounding variables that might affect the outcome. They then randomly assign participants to groups to distribute these extraneous influences equally, and finally measure the dependent variable to assess the treatment effect.

**49.** (A) Maximize systematic variance, minimize error variance, control extraneous variance
The MAXMINCON principle formulated by Kerlinger provides a fundamental guide for research design. It directs investigators to maximize systematic variance by making experimental treatments as different as possible, minimize error variance by increasing measurement reliability and consistency, and control extraneous variance by utilizing techniques like randomization, matching, or statistical adjustments.

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an equivalent time-samples design. This quasi-experimental design controls for history and maturation threats by demonstrating that changes in the dependent variable occur consistently and exclusively in the presence of the treatment.

**71.** (D) Internal validity controls
Pre-experimental designs are generally considered weak because they lack internal validity controls. They do not utilize random assignment, and they often omit control groups or pretests. Consequently, they fail to rule out competing explanations for changes in the dependent variable, such as history, maturation, selection bias, and testing effects.

**72.** (B) III
Quasi-experiments inherently possess lower internal validity than true experiments because they lack random assignment of participants to groups. History and maturation threats are correctly defined, and randomization is indeed key to mitigating selection bias. Therefore, the statement claiming that quasi-experiments have higher internal validity than true experiments is incorrect.

**73.** (B) Cross-sectional design
A cross-sectional design collects data from a population or a representative sample at a single point in time. It is widely used in social research to determine the prevalence of specific practices, attitudes, or characteristics within a community. This snapshot approach provides a quick, descriptive overview of the current status of the population.

**74.** (B) Panel study
A panel study is a specific type of longitudinal research design that tracks and measures exactly the same individuals at multiple points in time. This approach allows researchers to observe individual-level changes, development, and transitions over time, though it is highly susceptible to the threat of participant drop-out or mortality.

**75.** (A) The independent variable cannot be manipulated.
Ex-post facto research is best characterized by the fact that the independent variable cannot be manipulated by the researcher. This type of study investigates relationships after the variations in the independent variable have already occurred naturally. The researcher selects subjects based on pre-existing traits or experiences and measures their outcomes.

**76.** (C) Share a common life event in a specific timeframe
In a cohort study on agricultural graduates, the defining feature of the sample is that all participants share a common life event within a specific timeframe, such as graduating in the same year. This design tracks how this specific group develops over time, allowing researchers to study generational and temporal trends.

**77.** (D) Gain an in-depth understanding of a complex phenomenon
Case study research in agricultural extension is most suitable when investigators want to gain an in-depth, contextualized understanding of a complex phenomenon within its real-world setting. This approach relies on multiple sources of information to explore a single entity or a small number of cases, prioritizing depth of detail over statistical generalization.

**78.** (C) It involves strict randomization of participants into groups by the researcher.
Non-experimental comparative research does not involve the strict randomization of participants into groups by the researcher. Instead, it compares naturally occurring groups based on pre-existing attribute variables. Since researchers cannot actively assign participants or control treatments, the causal inferences drawn from comparative designs are generally weaker than those from true experiments.

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**79.** (B) Different samples from the same population over time
A trend study tracks changes over time by surveying different samples of participants drawn from the same general population at successive intervals. This approach allows researchers to monitor shifts in public opinion, behavior, or attitudes at a societal level without the need to follow the exact same individuals over the years.

**80.** (D) Infers individual traits from group-level data
The ecological fallacy in social research occurs when a researcher draws conclusions about individual traits based solely on group-level or aggregate data. This logical error assumes that relationships found at the macro level

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**60.** (C) Extraneous variance
The principle of control in experimental design primarily targets extraneous variance. This process aims to eliminate, hold constant, or statistically adjust for the influence of confounding variables. By controlling this unwanted variance, researchers ensure that the internal validity of the study is protected and the experimental effects are clear.

**61.** (D) One-shot case study
A pre-experimental design characterized by observing a single group only after an intervention is called a one-shot case study. This design lacks both a pretest and a control group, making it impossible to determine if the post-intervention behavior represents a true change or is simply a reflection of pre-existing conditions.

**62.** (A) I and II
The pretest-posttest control group design and the Solomon four-group design are both classified as true experimental designs. They feature random assignment of subjects to groups, which ensures equivalence at baseline. The static-group comparison is a pre-experimental design because it lacks random assignment, failing the criteria for true experimentation.

**63.** (B) Random assignment of subjects to groups
The defining characteristic that distinguishes true experimental designs from quasi-experimental designs is the random assignment of subjects to groups. True experiments rely on randomization to control for internal threats to validity and establish baseline equivalence. Quasi-experiments manipulate an independent variable but cannot randomly assign participants due to practical constraints.

**64.** (A) Both A and R are true and R is the correct explanation of A.
The Solomon four-group design is highly effective at controlling testing effects because it includes two groups that receive pretests and two groups that do not. This setup allows researchers to isolate the pretest sensitization effect by comparing pretested and non-pretested groups, providing a explanation of how the design maintains internal validity.

**65.** (A) Multiple pre- and post-intervention observations
In a time-series design, the primary method used to establish the effect of an intervention is conducting multiple observations both before and after the treatment. This series of measurements allows researchers to identify stable trends, control for maturation, and determine if the intervention produces a distinct, lasting change in the behavior.

**66.** (A) P-2, Q-1, R-4, S-3
Research designs are represented by standard notations. A one-shot case study is denoted as X O. One-group pretest-posttest is represented as O X O. Static-group comparison, which compares a treated group to an untreated one without randomization, is written as X O / O. Pretest-posttest control group utilizes random assignment (R O X O / R O O).

**67.** (A) Selection bias
A major weakness of the static-group comparison design is its inability to control for selection bias. Because participants are not randomly assigned to the treatment and control groups, any observed difference between the groups on the posttest may be due to pre-existing differences rather than the actual intervention itself.

**68.** (D) Non-equivalent control group design
The non-equivalent control group design is most appropriate when a researcher cannot randomly assign farmers to treatment and control groups but can measure them before and after an extension campaign. This quasi-experimental design uses intact, pre-existing groups, employing a pretest to help identify and control for baseline differences between them.

**69.** (B) Pretest sensitization
The main purpose of the posttest-only control group design is to control the threat of pretest sensitization, also known as the testing effect. By completely omitting the pretest, this design prevents participants from becoming sensitized to the study's goals, ensuring that posttest measurements reflect only the true influence of the treatment.

**70.** (C) Equivalent time-samples design
When a researcher introduces an intervention, removes it, and then reintroduces it while tracking a dependent variable, they are using

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exact mathematical distance or interval between the ranks, making mathematical addition inappropriate.

**112.** (A) I
Nominal scales classify data into distinct, unordered categories, which makes calculating mathematical means completely invalid. The other statements are accurate: ordinal scales rank items without specifying exact distances, interval scales have arbitrary zeros, and ratio scales have absolute zeros. Thus, the statement regarding nominal mean calculations is the incorrect one.

**113.** (A) Intervals are equal but it lacks an absolute zero point.
Temperature in Celsius is an interval scale because the distance between units is equal, but it lacks an absolute true zero point. Zero degrees does not indicate the complete absence of heat; rather, it is an arbitrary point. This characteristics allows addition and subtraction, but prevents the computation of direct ratios.

**114.** (C) Ratio
The ratio level of measurement allows for the valid computation of geometric means and coefficients of variation because it possesses an absolute, non-arbitrary zero point. This true zero indicates the complete absence of the property being measured, enabling researchers to perform all basic arithmetic operations, including multiplication and division.

**115.** (A) Ratio
Age, income, and crop yield measured in exact, continuous units (such as years, rupees, and quintals) belong to the ratio scale of measurement. These variables possess equal intervals between values and an absolute, non-arbitrary zero point. Consequently, they support all advanced statistical analyses and the calculation of meaningful mathematical ratios.

**116.** (D) Equality of intervals
In an interval scale, the basic empirical operation is the determination of the equality of intervals. This means that the distance between any two adjacent points on the scale is mathematically equal. This property allows researchers to compare differences between scores, although they cannot establish ratios due to the arbitrary zero.

**117.** (B) Variables must be physical
The basic postulates of measurement describe logical mathematical relationships, such as equality, transitivity, and asymmetrical relations. There is no postulate stating that variables must be physical; indeed, social sciences frequently and successfully measure highly abstract, psychological, and behavioral constructs. Therefore, physical requirements are not a postulate of measurement.

**118.** (C) Mode
The mode is the only permissible measure of central tendency for purely nominal data. Since nominal categories represent qualitative labels with no mathematical order or numerical distance, calculating a median or mean is mathematically impossible. The mode simply identifies the most frequently occurring category within the sample distribution.

**119.** (D) Interval data
Although a Likert scale is technically an ordinal scale, social science researchers frequently treat it statistically as interval data. This practice assumes that the psychological distances between adjacent categories (such as agree and strongly agree) are roughly equal. This assumption permits the use of powerful parametric statistics, like means and standard deviations.

**120.** (A) A loss of detailed information and variance
Converting high-level measurements (such as continuous ratio data) into lower-level categories (such as low, medium, and high ordinal classifications) leads directly to a loss of detailed information and variance. This reduction in data precision decreases the sensitivity of subsequent statistical analyses, reducing the power to detect true relationships.

**121.** (B) Validity
Validity in social research is defined as the degree to which an instrument actually measures what it purports or intends to measure. It ensures that the research findings reflect the true target construct rather than systematic errors or unrelated concepts, serving as a critical indicator of the study's overall scientific quality.

**122.** (B) Content validity
Content validity relies primarily on the subjective, qualitative judgment of a panel of subject-matter experts to ensure that the items

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automatically apply to every individual within that group, leading to invalid inferences in cross-sectional and comparative analyses.

**81.** (A) Panel study
A panel study is highly susceptible to the threat of sample attrition, also known as mortality. Because this design requires tracking and surveying exactly the same individuals over multiple waves of data collection, researchers often face a loss of participants over time due to relocation, loss of interest, illness, or death.

**82.** (A) I, III and IV
Case studies focus on a small number of entities, provide rich contextual details, and are supported by prominent methodologists like Yin and Stake. They do not rely strictly on quantitative survey data, nor do they possess high statistical generalization power. Therefore, statements describing their qualitative depth, focus, and methodology are correct.

**83.** (A) Establish chronological sequence or causality
The most significant limitation of cross-sectional designs compared to longitudinal designs is their inability to establish chronological sequence or causality. Because data on both independent and dependent variables are collected at a single point in time, researchers cannot determine which variable changed first, limiting the depth of causal interpretations.

**84.** (D) Ex-post facto design
A comparative study between "Contact Farmers" and "Non-Contact Farmers" regarding their attitude towards a new policy is an ex-post facto design. The independent variable is a pre-existing attribute that cannot be manipulated by the researcher. This study compares naturally occurring groups to identify differences in their attitudes after exposure has occurred.

**85.** (B) Quantitative and qualitative data
Mixed methods research is defined as an approach that integrates both quantitative and qualitative data within a single study or program of inquiry. This methodology allows researchers to combine the depth of qualitative insights with the generalizability of quantitative statistics, providing a more comprehensive understanding of the research problem.

**86.** (C) Quantitative first, followed by qualitative
In an explanatory sequential mixed methods design, the correct order of data collection is quantitative first, followed by qualitative. The researcher collects and analyzes numerical data to identify general trends or patterns, and then uses qualitative interviews or case studies to explain and elaborate on those initial statistical findings in more depth.

**87.** (D) Explore a phenomenon to build quantitative tools
The exploratory sequential mixed methods design typically begins with qualitative data collection to explore a phenomenon. This initial qualitative phase helps the researcher understand the context, identify key variables, and generate themes, which are then used to build or select appropriate quantitative instruments and hypotheses for the subsequent testing phase.

**88.** (A) Collecting both data types concurrently and merging them
A convergent parallel mixed methods design is characterized by collecting both quantitative and qualitative data concurrently during the research process. The researcher keeps the two data types separate during analysis, and then merges the findings during the interpretation phase to determine if the different sources confirm, validate, or contradict each other.

**89.** (B) QUAN + qual
The notation QUAN + qual represents a mixed methods design where quantitative data is dominant (indicated by uppercase letters) and qualitative data is secondary (indicated by lowercase letters), with both types of data collected concurrently (indicated by the plus sign). This notation highlights the relative priority and timing of the methods.

**90.** (B) Combining results from different methods
The concept of triangulation in mixed methods research refers to combining results from different data collection methods to study the same phenomenon. By comparing quantitative and qualitative findings, researchers can validate their results, reduce method-specific biases, and gain a more complete, robust, and reliable understanding of the topic under investigation.

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**50.** (C) Due to the independent variable's influence
Systematic variance in a research design refers to the variation in the dependent variable that is directly attributable to the influence of the independent variable or treatments. Researchers design studies to maximize this variance, as it represents the true, planned experimental effect they are attempting to isolate and demonstrate statistically.

**51.** (A) Randomization
Randomization is the most effective technique for controlling unknown extraneous variables in experimental research. By randomly assigning participants to treatment and control groups, researchers ensure that extraneous personal and environmental variables are distributed equally across all conditions. This controls for both known and unknown confounding factors simultaneously.

**52.** (A) I
While randomization is a powerful control technique, it does not guarantee that groups will be completely identical in every single trial, particularly with small sample sizes. Instead, it ensures probabilistic equivalence over the long run. The other statements regarding matching, statistical control, elimination, and building variables into designs are accurate.

**53.** (B) Holding constant
When a researcher limits their study to farmers holding exactly two hectares of land, they are using the technique of holding constant. By selecting participants who are completely uniform on this specific variable, the researcher removes its potential confounding influence. This ensures that any observed variance in behavior is not due to land size.

**54.** (C) Random fluctuations and measurement errors
Error variance in scientific research is predominantly caused by random fluctuations and measurement errors. These fluctuations result from individual differences among participants that are not systematically controlled, environmental noise, and inconsistencies in the testing instruments. Reducing this unexplained variance is essential for improving the statistical power and precision of the study.

**55.** (D) Statistically control a continuous covariate
Analysis of Covariance is a statistical method used to control the influence of continuous, uncontrolled extraneous variables, known as covariates. By adjusting the dependent variable scores based on the covariate's baseline values, this technique reduces error variance and increases the precision of the experimental comparison between treatment groups.

**56.** (A) As different as possible on the independent variable
The MAXMINCON principle dictates that experimental conditions must be designed to make experimental groups as different as possible on the independent variable. This maximization of systematic variance ensures that if a true causal relationship exists, its effect will be large enough to be clearly detected and separated from random error.

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**57.** (B) Matching subjects on several continuous variables simultaneously
Matching as a control technique becomes practically difficult when researchers attempt to match subjects on several continuous variables simultaneously. Finding participants who possess identical or highly similar values across multiple characteristics (such as age, income, and farm size) is extremely challenging, often leading to a high loss of potential subjects.

**58.** (B) Minimizes error variance
By increasing the reliability of a measurement instrument, a researcher minimizes error variance. Reliable instruments produce consistent and stable scores, reducing the random noise and measurement errors that contribute to unexplained variance. This minimization is a core component of the MAXMINCON principle, enhancing the statistical sensitivity of the experiment.

**59.** (A) Building the variable into the design
Including gender as a secondary independent variable in a factorial design to observe its interaction with the primary treatment is an example of building the variable into the design. This technique converts a potential extraneous variable into an active factor, allowing researchers to study its main effects and interaction patterns directly.

**101.** (B) Mortality
Mortality, also referred to as experimental subject attrition, is the threat to internal validity that arises from an unequal loss of participants from the treatment and control groups during a study. This selective drop-out can bias the final groups, making them non-equivalent and confounding the subsequent posttest comparisons.

**102.** (C) Generalizability of findings
External validity is fundamentally concerned with the generalizability of research findings. It assesses the extent to which the results obtained from a specific sample can be applied to other populations, settings, times, and environmental conditions, ensuring that the study's conclusions have broad relevance beyond the immediate experimental context.

**103.** (D) Experimental settings to real-world environments
Ecological validity is a specific dimension of external validity that focuses on the generalizability of findings from highly controlled experimental settings to real-world, natural environments. It ensures that the behaviors and responses observed in laboratory or artificial conditions accurately reflect how participants would act in their daily lives.

**104.** (A) The Hawthorne Effect
The Hawthorne Effect is a phenomenon where participants alter or improve their behavior simply because they are aware of being observed and studied by researchers. This reactivity threatens external validity, as the observed outcomes may reflect the psychological impact of being in a study rather than the true effect of the treatment.

**105.** (B) Instrumentation
When a researcher uses a difficult questionnaire for the pretest and a simplified version for the posttest, the resulting changes in scores are confounded by instrumentation. This threat to internal validity occurs when the measuring instrument, observer, or scoring criteria change between testing periods, making comparisons invalid.

**106.** (B) The pretest artificially inflates subsequent scores
The testing effect, or pretest sensitization, threatens internal validity because taking the initial test can artificially influence and inflate subsequent scores. Participants may become familiar with the questions, practice the tasks, or experience reduced anxiety, which improves their posttest performance independent of any actual experimental intervention or treatment.

**107.** (A) Random assignment to a control group
Random assignment to a control group is the most effective method for simultaneously controlling multiple threats to internal validity, including history, maturation, selection, and statistical regression. Because both groups experience the same passage of time and testing procedures, any confounding effects occur equally, allowing the true treatment effect to be isolated.

**108.** (C) The control group competes to outperform the treatment group
The John Henry effect is a specific threat to internal validity that occurs when members of the control group become aware of their status and actively compete to outperform the treatment group. This compensatory rivalry can artificially inflate the control group's performance, obscuring the true difference between the experimental and control conditions.

**109.** (D) S.S. Stevens
Measurement involves assigning numerals to objects according to specific rules. S.S. Stevens originally proposed the classic classification of the four levels of measurement in a seminal paper in 1946. These four distinct scales—nominal, ordinal, interval, and ratio—remain the foundational framework for statistical analysis and data categorization in modern science.

**110.** (C) Nominal
The nominal level of measurement simply classifies items into mutually exclusive and collectively exhaustive categories without any inherent mathematical order or rank. It represents the lowest level of measurement, where numbers or labels are assigned purely as identifiers, such as eye color, religion, or regional farming zones.

**111.** (B) Ordinal
A farmer's socioeconomic status categorized as low, medium, or high is measured on an ordinal scale. This level of measurement classifies items into ordered categories, indicating a clear rank relationship. However, it does not specify the

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**91.** (A) Explanatory sequential design
A study that conducts a large survey, identifies unexpected quantitative relationships, and then uses in-depth qualitative interviews to explain those patterns is an explanatory sequential design. The primary purpose of the qualitative second phase is to directly explain, clarify, and elaborate on the statistical findings obtained during the initial quantitative phase.

**92.** (A) I, II and IV
Explanatory sequential, convergent parallel, and exploratory sequential are universally classified as the core mixed methods designs. These designs represent the fundamental frameworks for integrating quantitative and qualitative approaches. Factorial randomized block and Solomon four-group designs, conversely, are classical experimental designs that do not integrate qualitative methodology.

**93.** (D) Integrating disparate data types effectively
A major challenge in executing a convergent parallel design is integrating disparate data types effectively during analysis and interpretation. Because quantitative and qualitative data are collected concurrently and represent different forms of evidence, merging numerical databases with text or image themes requires sophisticated techniques to resolve conflicting findings.

**94.** (A) Both A and R are true and R is the correct explanation of A.
Mixed methods research demands that investigators possess skills in both statistical analysis and qualitative coding. This requirement exists because the methodology integrates numerical data analysis, typical of quantitative approaches, with the text or image analysis characteristic of qualitative research. Thus, the reasoning directly explains the multi-skilled nature of this integrated research process.

**95.** (B) Pragmatism
The philosophical worldview most closely associated with mixed methods research is pragmatism. This perspective focuses on the research consequences and what works practically to answer the study's questions. It rejects rigid dualisms, allowing researchers to combine positive and constructivist paradigms, utilizing both quantitative and qualitative methods as needed.

**96.** (A) P-2, Q-3, R-1, S-4
Mixed methods notation indicates priority and sequence. QUAN → qual represents an explanatory sequential design where quantitative is dominant. QUAL → quan denotes an exploratory sequential design with qualitative dominance. QUAN + QUAL indicates concurrent collection with equal weight, while quan + QUAL represents a concurrent design where qualitative data is dominant.

**97.** (A) The certainty of a causal relationship between variables
Internal validity in an experiment refers to the certainty of establishing a true causal relationship between the independent and dependent variables. It assesses whether the observed changes in the outcome were actually caused by the experimental treatment, rather than being the result of uncontrolled confounding or extraneous variables.

**98.** (C) External events occur during the study and affect outcomes
The threat to internal validity known as history occurs when external events, unrelated to the experimental treatment, take place during the study period and influence the dependent variable. These events can confound the results, making it difficult for researchers to isolate the true causal effect of the independent variable.

**99.** (A) Natural internal changes within subjects over time
Maturation as a threat to internal validity is defined as natural biological, physiological, or psychological changes that occur within participants over time during a study. These internal developments, such as growing older, tired, or more experienced, can alter the dependent variable, independent of the actual experimental intervention being tested.

**100.** (D) Statistical regression
Statistical regression occurs when participants selected for a study based on extremely low or high pretest scores naturally score closer to the group mean on subsequent tests. This phenomenon is a threat to internal validity, as the observed improvement or decline represents a statistical artifact rather than actual learning or treatment effects.

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in a scale comprehensively cover the conceptual domain of interest. These experts evaluate the relevance, clarity, and representativeness of each item, validating the content before field testing begins.

**123.** (A) Concurrent validity
When a researcher demonstrates that a new scale correlates highly with an established, already validated scale administered at the same time, they establish concurrent validity. This subtype of criterion-related validity assesses how well the new instrument matches a current standard, providing immediate empirical evidence of its measurement accuracy.

**124.** (A) Both A and R are true and R is the correct explanation of A.
A measurement scale can be highly reliable while remaining completely invalid. Reliability ensures that the instrument produces consistent, stable, and reproducible results over time. However, if the tool consistently measures the wrong conceptual construct, it is invalid. This conceptual distinction shows why consistency does not guarantee truthfulness in measurement.

**125.** (D) Predictive validity
The extent to which an entrance exam score accurately forecasts a student's future academic performance, such as graduate GPA, is an example of predictive validity. This subtype of criterion-related validity evaluates the power of an instrument to anticipate outcomes on a relevant criterion that will be measured in the future.

**126.** (A) P-3, Q-4, R-2, S-1
Validity types possess distinct characteristics. Face validity indicates that an instrument superficially appears relevant to respondents. Content validity requires representative sampling of a content universe. Construct validity is grounded in theoretical frameworks and trait analysis. Criterion-related validity is established through empirical correlation with an external, independent standard.

**127.** (B) Construct validity
Factor analysis is a powerful multivariate statistical technique predominantly used to establish construct validity. By identifying the underlying dimensions or factors within a set of items, this analysis helps researchers determine if the scale's empirical structure aligns with the theoretical constructs they intended to measure during instrument development.

**128.** (D) Construct validity
Convergent and discriminant validity are two essential subtypes of construct validity. Convergent validity shows that measures of theoretically similar constructs correlate highly. Discriminant validity, conversely, demonstrates that the scale does not correlate with measures of theoretically unrelated constructs, confirming that the instrument isolates the unique target trait.

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**129.** (A) Convergent and discriminant validity
If an innovation-proneness scale correlates highly with adoption indices as expected and has zero correlation with an unrelated trait like height, it demonstrates convergent and discriminant validity. These patterns confirm that the scale is both measuring what it should (convergence) and not measuring what it should not (discrimination).

**130.** (C) Essential, useful, or not necessary
The Content Validity Ratio, developed by Lawshe, is a quantitative index that relies on expert judges rating each item on a scale. Experts evaluate whether the knowledge or skill measured by the item is essential, useful but not necessary, or not necessary for the target job performance or construct definition.

**131.** (A) Test-retest method
The test-retest method is a technique used to estimate the reliability of an instrument, specifically its temporal stability, rather than its validity. Techniques like the known-groups method, multi-trait multi-method matrix, and factor analysis are all widely accepted statistical and conceptual approaches used to establish construct validity in research.

**132.** (A) I and II
Concurrent validity measures correlation with a current criterion, not a future one. Additionally, face validity is the least rigorous, purely subjective form of validity, rather than a statistical one. Since construct validity is indeed necessary for abstract concepts, the statements mischaracterizing concurrent and face validity are incorrect.

**133.** (B) Consistency of the scores obtained
Reliability in research measurement refers specifically to the consistency, stability, and dependability of the scores obtained from an instrument. A reliable test will produce highly similar results when administered to the same group of individuals under identical conditions on different occasions, indicating low susceptibility to random errors.

**134.** (C) Test-retest method
The test-retest method of estimating reliability involves administering the exact same measurement instrument to the same group of individuals on two different occasions. The correlation between the two sets of scores is then calculated to determine how stable the test remains over the intervening period of time.

**135.** (D) Stability
The correlation coefficient calculated in the test-retest method is termed the coefficient of stability. This index indicates how stable and consistent the measurement remains over time, reflecting the degree to which the instrument resists random environmental and physical fluctuations during the interval between the two administrations.

**136.** (A) Carryover or memory effects
A major drawback of the test-retest method is the presence of carryover or memory effects. When participants take the same test a second time, they may remember their previous answers or become familiar with the tasks, which can artificially inflate their scores and bias the resulting reliability coefficient.

**137.** (B) Alternate forms method
The alternate forms method of estimating reliability involves administering two structurally equivalent but different versions of a test to the same group of participants at roughly the same time. The correlation between the scores on the two forms measures the equivalence of the instruments, minimizing memory-related carryover effects.

**138.** (B) Internal consistency
The split-half method primarily measures the internal consistency of a test. By dividing the items into two equivalent halves (such as odd and even numbers) and correlating the scores, this technique assesses the extent to which all the items in the instrument measure the same underlying construct.

**139.** (A) Spearman-Brown formula
In the split-half method, the correlation is calculated using only half the test's length, which underestimates the actual reliability of the full test. To correct this bias and estimate the reliability of the entire instrument, researchers universally apply the Spearman-Brown prophecy formula to adjust the coefficient.

**140.** (C) KR-20 formula
For tests consisting of dichotomously scored items (such as correct/incorrect, yes/no, or true/false), the Kuder-Richardson Formula 20 is the most mathematically appropriate measure of internal consistency. This formula assesses the inter-item consistency across all questions, providing a reliable estimate of the test's overall measurement homogeneity.

**141.** (D) Multipoint Likert-type items
Cronbach's alpha is widely used to evaluate the internal consistency reliability of scales composed of multipoint Likert-type items. It calculates the average of all possible split-half correlation coefficients, representing a highly robust measure of how closely related the set of items are as a single group.

**142.** (A) I, II and IV
A reliability coefficient of 0.85 is acceptable in social research, and increasing test length typically increases reliability. Inter-rater reliability assesses consistency across observers. Split-half reliability, however, is a measure of internal consistency rather than temporal stability. Therefore, the statements describing acceptable coefficients, test length, and observers are correct.

**143.** (B) Inter-rater reliability
If two extension researchers code the same qualitative interview transcripts and their resulting codings show a high degree of agreement, this demonstrates strong inter-rater reliability. This index measures the consistency and consensus between different observers or raters, ensuring that the qualitative categorization is objective and reproducible.

**144.** (D) True score plus error score
According to classical test theory, any observed score obtained from a test is comprised of two

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distinct components: the true score, representing the participant's actual level of the trait, and the error score, representing random measurement errors. This fundamental relationship is expressed mathematically as $X = T + E$.

**145.** (A) Probability sampling
A sampling design in which every element in the defined target population has a known, non-zero chance of being selected is called probability sampling. This approach allows researchers to utilize statistical theory to make valid inferences and generalize their findings from the sample back to the wider population.

**146.** (C) Simple random sampling
Simple random sampling requires a complete, numbered list of the entire target population (the sampling frame) from which individuals are selected at random. Each element has an equal and independent chance of selection, ensuring that the final sample is completely unbiased and representative of the population.

**147.** (A) Stratified random sampling
If a population is highly heterogeneous regarding a key study variable, stratified random sampling is the most appropriate technique. It divides the population into mutually exclusive, homogeneous subgroups (strata) and draws random samples from each, ensuring that all distinct subgroups are adequately represented in the final sample.

**148.** (D) Determine sample size, calculate sampling interval ($k = \frac{N}{n}$), select random start, pick every $k^{\{th\}}$ element
Systematic random sampling follows a precise operational sequence. The researcher first determines the required sample size, then calculates the sampling interval ($k = \frac{N}{n}$) by dividing population size ($N$) by sample size ($n$). Next, they select a random start between 1 and $k$, and finally select every $k^{\{th\}}$ element thereafter.

**149.** (B) Is highly cost-effective and practical
The primary advantage of cluster sampling over simple random sampling is that it is highly cost-effective and practical, especially for geographically dispersed populations. By selecting entire natural clusters (such as villages) rather than scattered individuals, researchers significantly reduce travel time, administrative costs, and the need for a complete individual sampling frame.

**150.** (C) Internally homogeneous and externally heterogeneous
In stratified random sampling, the strata should be designed to be internally homogeneous and externally heterogeneous. This means that individuals within each stratum should be as similar as possible on the stratification variable, while the different strata should be as distinct from each other as possible, maximizing sampling efficiency.

**151.** (B) Internally heterogeneous and externally homogeneous
In cluster sampling, the entire population is divided into separate, naturally occurring groups called clusters. For optimal efficiency, these clusters must represent the diversity of the population internally, meaning they are heterogeneous. Conversely, to ensure comparability and simplify selection, the different clusters should be highly similar to one another, making them homogeneous externally.

**152.** (C) II and IV
Systematic sampling is a probability sampling method because every element has an equal and known chance of selection based on a defined interval. Simple random sampling does not guarantee zero sampling error, as random selection naturally produces some variance from the true population value. Therefore, both statements asserting otherwise are statistically incorrect.

**153.** (D) The true population parameter and the observed sample statistic
Sampling error represents the statistical deviation that occurs because data is collected from a sample rather than the entire population. It is mathematically defined as the absolute difference between the actual, true population parameter and the corresponding statistic calculated from the observed sample, reflecting the inherent variance of random selection procedures.

**154.** (A) Decreases
Increasing the sample size in a probability sample directly reduces the standard error of the mean. As more elements from the population are included, the sample becomes more representative of the entire group. This

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reduction in variance ensures that the observed sample statistics align more closely with the true population parameters, decreasing overall error.

**155.** (B) Poorly worded questionnaire questions
Non-sampling errors arise from systemic flaws in research design, execution, or data collection rather than random selection. Poorly worded questions confuse respondents, leading to inaccurate answers that do not reflect reality. Unlike sampling error, which decreases as sample size expands, these systematic errors persist regardless of the number of participants surveyed.

**156.** (B) The sampling interval coincides with a cyclical pattern in the list
Periodicity is a significant risk in systematic sampling where the selection interval matches a recurring pattern in the sampling frame. If the list contains a cyclical arrangement, selecting every tenth household will repeatedly draw elements with identical characteristics. This systematic bias destroys sample representativeness and severely distorts the resulting research findings.

**157.** (A) Selection probability of elements is unknown or unequal
Non-probability sampling techniques do not utilize random selection mechanisms, meaning that elements in the population do not have a known or equal chance of being chosen. Because the probability of selection cannot be mathematically determined, researchers cannot make rigorous statistical generalizations about the wider population with a calculated margin of error.

**158.** (C) Snowball sampling
Snowball sampling is a non-probability technique where initial research participants recruit additional subjects from their own social or professional networks. This approach is highly effective for locating and studying hard-to-reach, rare, or hidden populations where no formal sampling frame exists, relying on personal recommendations to expand the sample size.

**159.** (D) Quota sampling
Quota sampling serves as the non-probability equivalent of stratified random sampling. The researcher identifies specific subgroups within the population and sets targets to ensure their representation. However, instead of using random selection to fill these categories, field researchers use convenience or judgment to select individuals until the predetermined quotas are fully met.

**160.** (C) Exploratory pilot testing
Convenience sampling involves selecting readily available participants, making it highly cost-effective and rapid. While unsuitable for making broad statistical generalizations, this technique is highly justified during the initial, exploratory phases of a research project or pilot testing questionnaires, where the primary goal is identifying potential issues rather than proving hypotheses.

**161.** (B) The researcher's personal judgment to select typical cases
Purposive sampling is a non-probability method where subjects are selected based on specific characteristics that align with the research objectives. The researcher relies entirely on personal judgment and expertise to identify typical, informative, or extreme cases that can provide deep insights, rather than utilizing random selection to ensure general population representation.

**162.** (D) I, III and IV
Non-probability sampling designs select participants based on convenience, accessibility, or subjective criteria rather than random mathematical chance. Quota, snowball, and purposive methods all rely on non-random selection procedures where individual probabilities of selection are unknown. Conversely, systematic and cluster designs utilize strict probability mechanisms to select elements from a sampling frame.

**163.** (A) Hard to identify, reach, or locate using standard lists
Snowball sampling is specifically designed for situations where a comprehensive sampling frame or public database is unavailable. It is highly beneficial for accessing hidden, stigmatized, or highly specialized populations, such as early adopters of rare technologies. By leveraging peer-to-peer referrals, researchers can gradually access individuals who are otherwise difficult to locate.

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**164.** (A) Both A and R are true and R is the correct explanation of A.
Non-probability samples do not utilize randomized selection procedures, which violates the fundamental mathematical assumptions of probability theory and parametric inferential statistics. Consequently, researchers cannot calculate statistical margins of error or generalizability. Because of this lack of randomness, any statistical inferences drawn from such samples to the wider population remain scientifically invalid.

**165.** (A) The desired margin of error
In statistical sample size calculation formulas for proportions, the variable representing the precision level is the desired margin of error. It defines the acceptable range of difference between the true population proportion and the sample estimate. Researchers pre-specify this value, typically at five percent, to ensure the study yields sufficiently precise results.

**166.** (D) P-4, Q-1, R-2, S-3
A parameter represents a numerical characteristic of a population, while a statistic is the corresponding measure derived from a sample. The sampling frame is the physical or electronic list of all eligible elements in the population. The discrepancy between the true population parameters and observed sample statistics is defined as sampling error.

**167.** (B) 1.96
Under the standard normal distribution curve, the critical value associated with a ninety-five percent confidence level is approximately one point nine six. This standard Z-value indicates that ninety-five percent of the sample means will fall within one point nine six standard errors of the true population mean, making it the default constant in sample calculations.

**168.** (C) Executing a localized qualitative exploratory case study
Qualitative exploratory case studies focus on gathering deep, contextualized insights from a small, purposefully selected group rather than achieving broad statistical generalization. Consequently, they do not require large sample sizes. In contrast, high population heterogeneity, narrow margins of error, and high confidence levels all mathematically demand larger sample sizes to maintain statistical precision.

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**169.** (D) Structured interview
A structured interview utilizes a highly standardized format where the interviewer reads a pre-established set of questions in a predetermined order. This approach ensures absolute consistency across all respondents, as questions are asked with identical wording. This minimization of interviewer variability makes the resulting data highly comparable and straightforward to analyze quantitatively.

**170.** (A) A questionnaire is completed by the respondent, whereas an interview schedule is filled by the researcher.
The primary distinction between these two data collection instruments lies in the administration method. Respondents complete questionnaires individually, requiring clear written instructions and high literacy levels. Conversely, researchers administer interview schedules in person, reading the questions aloud and recording the answers directly, which accommodates illiterate participants and permits verbal clarification.

**171.** (B) Cover core topics systematically while probing new ideas
A semi-structured interview guide outlines key thematic areas and core questions to ensure systematic data collection across participants. However, it also offers the flexibility to deviate from the script. This allows the researcher to probe unexpected responses, ask follow-up questions, and explore unique participant insights while maintaining a cohesive conversational structure.

**172.** (B) The moderator's role is to dominate the conversation and state their own opinions.
In a focus group discussion, the moderator must remain completely neutral and avoid imposing personal opinions or dominating the dialogue. The primary role is to facilitate open communication, guide the conversation through the topic guide, and ensure all participants contribute. This approach allows researchers to observe group dynamics and gather collective viewpoints.

**173.** (A) It accommodates illiterate respondents and raises response rates.
Mailed questionnaires rely heavily on respondent literacy and active cooperation, often resulting in low response rates in rural areas. An interview schedule, administered directly by a researcher, overcomes literacy barriers by translating

alongside the subjects. This firsthand experience allows the observer to understand behaviors and social dynamics from an insider perspective.

**194.** (D) Provide contextualized understanding of behaviors in natural settings
Participant observation excels at providing a deep, contextualized understanding of human behaviors and social phenomena as they occur naturally. Unlike highly structured survey research, which relies on self-reported and often idealized responses, this observational approach allows researchers to witness real-life actions, routines, and interactions within their proper cultural contexts.

**195.** (A) Observes the target group without participating in activities
Non-participant observation occurs when a researcher watches and records the actions, behaviors, and interactions of a target group from a distance. The observer remains completely detached and does not engage in the activities of the subjects. This approach minimizes interference in the natural setting while documenting behavioral patterns.

**196.** (A) Both A and R are true and R is the correct explanation of A.
During extensive participant observation, researchers risk becoming so deeply integrated and emotionally involved with the host community that they lose their academic objectivity. This phenomenon is known as going native. When this occurs, the researcher adopts the group's worldview entirely, compromising their ability to analyze the data impartively.

**197.** (A) Cultural anthropology
Ethnography is a qualitative research design focused on studying the shared patterns, values, and behaviors of a cultural group over time. This approach originated in cultural anthropology, where early researchers spent years living within foreign communities to document their lifeways, relying heavily on participant observation and detailed field notes.

**198.** (D) Descriptive observations from researcher interpretations
High-quality qualitative field notes must maintain a strict distinction between descriptive observations and subjective interpretations. Descriptive notes record exactly what was seen and heard without bias, while interpretive notes capture the researcher's personal reflections, emerging hypotheses, and emotional reactions. Separating these elements preserves data integrity and enhances analytical validity.

**199.** (B) Systematic / Structured observation
Systematic or structured observation relies on pre-defined observation schedules, checklists, and precise coding schemes to record specific, quantifiable behaviors. The researcher monitors subjects during predefined intervals, checking off target actions as they occur. This rigorous design minimizes subjective bias, making it highly suitable for standard quantitative behavioral analysis.

**200.** (C) Altered behavior of subjects who know they are being watched
Reactivity, often referred to as the Hawthorne effect, occurs when research participants modify their natural behaviors because they are aware of being observed. This artificial alteration can lead to socially desirable actions rather than genuine conduct, creating a significant challenge for researchers seeking to document authentic human behaviors in natural settings.

**201.** (D) Research ethics and consent
Covert observation involves watching subjects without their knowledge, which effectively eliminates reactivity. However, this approach raises severe ethical concerns, as it violates the core principles of informed consent and individual privacy. Researchers must carefully balance the scientific need for natural data against the ethical obligation to respect participant rights.

**202.** (A) I, II, III and IV
Gold's classic typology of research roles in field observation outlines four distinct positions along a continuum of involvement. These roles comprise the complete participant, the participant-as-observer, the observer-as-participant, and the complete observer. Each role represents a unique balance between active participation in the group and objective, detached observation.

**203.** (B) Complete observer
An extension agent who sits quietly at the back of a meeting to take notes without participating in the discussion is acting as a complete observer. In this role, the researcher's presence is strictly limited to observing and recording events,

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group's communication networks, facilitating information flow.

**184.** (C) Bipolar adjectives placed on a multi-point rating scale
The semantic differential scale measures the psychological meaning of concepts, objects, or behaviors. Respondents rate the target concept along a series of multi-point scales bounded at each end by bipolar adjectives, such as good versus bad or strong versus weak, allowing researchers to analyze affective reactions and cognitive associations.

**185.** (D) Individual human subjectivity and attitudes
Q-methodology is a specialized research framework designed to study human subjectivity, personal viewpoints, and individual attitudes scientifically. It combines qualitative depth with quantitative factor analysis, requiring participants to sort a set of statements along a continuum based on their level of agreement, revealing distinct shared perspectives within a group.

**186.** (A) P-4, Q-3, R-1, S-2
Sociometry maps social network ties within groups, while the semantic differential scale uses bipolar adjectives to rate cognitive concepts. Q-methodology requires participants to sort cards into a quasi-normal distribution to study subjectivity. Projective techniques present ambiguous stimuli, like pictures or inkblots, to uncover deep, unconscious psychological motives and attitudes.

**187.** (B) Projective techniques
The Rorschach Inkblot Test and the Thematic Apperception Test are classic projective techniques used in psychological assessment. They present highly ambiguous visual stimuli to respondents, prompting them to describe what they see or create a narrative. This process encourages individuals to project their unconscious motives, desires, and personality traits.

**188.** (B) Projective techniques operate on the principle that respondents will: Project unconscious motives onto ambiguous sensory stimuli
Projective techniques operate on the psychological principle that individuals will project their internal feelings, unconscious motives, and hidden attitudes onto ambiguous sensory stimuli. By interpreting unstructured images or completing unfinished stories, respondents reveal deep-seated beliefs that they might otherwise withhold or fail to articulate during direct questioning.

**189.** (A) Q-sample
In Q-methodology, the Q-sample refers to the carefully selected set of statements, phrases, or images presented to the participant. The participant then sorts these items into a quasi-normal grid based on personal agreement. This structured sorting process generates the primary data used to analyze unique subjective viewpoints.

**190.** (C) Evaluation, Potency, and Activity
Osgood's extensive research demonstrated that human semantic space and the psychological meaning of concepts can be captured using three primary dimensions. Evaluation represents goodness or badness, potency reflects strength or weakness, and activity measures dynamism or passivity. These three dimensions form the core structural framework of the semantic differential scale.

**191.** (D) III
The Q-sort technique is designed to measure subjective attitudes, opinions, and viewpoints rather than objective cognitive abilities. It cannot be used to determine a participant's intelligence quotient, which requires standardized, objective cognitive testing. The other listed combinations are accurate descriptions of sociometry, semantic differential scales, and projective tests.

**192.** (C) Receives no choices or nominations from any peers
In a sociometric network, an isolate is defined as a group member who receives zero choices, nominations, or positive selections from any of their peers during testing. This complete lack of social connection highlights individuals who are marginalized, neglected, or completely disconnected from the informal communication and support systems of the group.

**193.** (B) Participant observation
Participant observation is a qualitative method deeply rooted in ethnography. The researcher fully immerses themselves in the daily life and cultural practices of the target community, actively participating in activities like farming

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questions into local dialects and recording spoken responses, ensuring highly complete data collection and vastly superior participation levels.

**174.** (C) Asking follow-up questions to clarify a vague or incomplete response
Probing is an essential communication technique used during interviews to encourage respondents to expand on their answers. When a participant provides a vague, superficial, or incomplete response, the interviewer asks neutral follow-up questions. This systematic guidance helps clarify the meaning and extract detailed, high-quality qualitative information without introducing bias.

**175.** (D) Closed-ended questions
Closed-ended questions restrict respondents to a predetermined, fixed set of response alternatives, such as multiple-choice options or rating scales. This standardized structure simplifies data entry and facilitates rapid quantitative analysis. It ensures that all participants select from identical choices, maximizing comparability across the entire collected research sample.

**176.** (C) Suggests a specific desired answer, introducing systematic bias
Leading questions are structured in a way that subtly nudges the respondent toward a specific, predetermined answer preferred by the researcher. This phrasing compromises objectivity and introduces severe systematic bias into the data. To ensure validity, survey instruments must use neutral language that allows participants to share their genuine views.

**177.** (B) Moderator
The moderator is the facilitator who guides a focus group discussion. This individual is responsible for keeping the conversation on track, managing time, and encouraging all participants to share their perspectives. By remaining neutral and objective, the moderator ensures a balanced discussion without participating as an active respondent or expressing personal biases.

**178.** (D) 2, 5, 4, 1, 3
Conducting a focus group discussion begins by defining the research objectives. The researcher then designs the questioning route to align with these goals. Next, participants meeting the criteria are selected and invited. The session is conducted and recorded, and finally, the collected qualitative data is analyzed and compiled into a report.

**179.** (A) Combines two inquiries, making the exact response ambiguous
A double-barreled question combines two distinct topics or issues into a single query while allowing only one answer. This poor design leaves respondents confused, especially if they agree with one part but disagree with the other. The resulting data becomes completely ambiguous and impossible for researchers to interpret accurately during analysis.

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**180.** (C) Rapid data collection with potential coverage bias limitations
Telephone interviews enable researchers to collect data rapidly across wide geographical areas at lower costs compared to personal interviews. However, they are limited by potential coverage bias, as individuals without active telephone access or those who decline unknown calls are excluded, which can systematically distort the representativeness of the sample.

**181.** (A) Interpersonal relationships, attractions, and repulsions within groups
Sociometry is a quantitative method used to measure and map social configurations, interpersonal relationships, and patterns of acceptance or rejection within a specific group. By analyzing individual choices and nominations, researchers can identify the informal social structures, key opinion leaders, and isolated members who influence group dynamics and communication.

**182.** (D) Sociogram
A sociogram is a visual, diagrammatic representation of the interpersonal relationships within a group. It uses geometric shapes to represent individuals and arrows to depict the direction of social choices, attractions, or rejections. This visual mapping allows researchers to easily identify informal networks, cliques, stars, and isolated members within a community.

**183.** (B) Star
In sociometric analysis, an individual who receives an exceptionally high number of choices or positive nominations from other group members is designated as a star. These individuals possess significant social influence and often function as key opinion leaders or central figures within the

ensuring no direct influence on the natural flow of the meeting.

**204.** (B) It cannot access underlying cognitive motives or past life events
While observation is highly effective for documenting real-time, physical actions in natural settings, it is inherently limited because it cannot directly access unobservable cognitive states. Researchers cannot observe internal motives, personal beliefs, feelings, or historical experiences, which must instead be gathered through self-report measures like interviews or surveys.

**205.** (A) Comparative Judgment
The paired-comparison scaling technique is built upon Thurstone's Law of Comparative Judgment. This psychological law provides the mathematical foundation for measuring subjective preferences by presenting stimuli in pairs, forcing judges to choose one over the other, and converting these proportions into interval-scale values representing the true psychological distance.

**206.** (C) $\frac{n(n-1)}{2}$
In paired-comparison scaling, every stimulus must be compared against every other stimulus exactly once. For a set of $n$ items, the total number of unique pairs presented to the judges is calculated using the mathematical formula $\frac{n(n-1)}{2}$. This combinatorial equation ensures comprehensive comparative evaluation of all items.

**207.** (D) A panel of judges to assign scale values to items
Thurstone's equal-appearing interval scaling method relies on a large panel of independent judges to evaluate the intensity of statements. The judges do not indicate their personal agreement; instead, they sort the items into eleven piles representing a psychological continuum. This sorting process determines the scale value and ambiguity of each item.

**208.** (C) Collect statements, judges sort statements into 11 piles, calculate median and interquartile range, select final items
Constructing a Thurstone scale begins with collecting a diverse pool of attitude statements. Next, a panel of judges sorts these statements into eleven piles based on favorableness. Researchers then calculate the median and interquartile range for each item, retaining statements that exhibit clear consensus and discarding highly ambiguous ones.

**209.** (B) Very high, indicating high ambiguity among judges
In Thurstone scaling, the interquartile range of an item represents the level of disagreement among the judges. A very high Q-value indicates that judges assigned widely different scale values to the statement, revealing significant semantic ambiguity. To ensure scale precision, researchers reject these highly controversial items during final selection.

**210.** (C) Interval
Thurstone's equal-appearing interval method is specifically designed to construct attitude scales that operate at the interval level of measurement. By utilizing a sorting process with eleven equal-appearing categories, the technique attempts to ensure that the psychological distance between adjacent points on the scale remains mathematically equal throughout the instrument.

**211.** (A) Paired-comparison scaling
Paired-comparison scaling is a comparative scaling technique where judges are presented with every possible pair of objects and must select one based on a specific attribute. This forced-choice design ensures that judges make direct, relative evaluations, producing a highly reliable ranking of all stimuli along a psychological continuum.

**212.** (C) I
Thurstone scaling is not known as the method of summated ratings; that designation belongs to Likert scaling. Thurstone's method is formally called the equal-appearing interval method, which utilizes a panel of judges and eleven sorting intervals. The final scale score is indeed calculated using the median or mean value of agreed items.

**213.** (A) The total number of pairs becomes unmanageable as items increase
The primary limitation of paired-comparison scaling is the rapid, non-linear increase in the number of pairs as more stimuli are added. Because the formula is $\frac{n(n-1)}{2}$, even a moderate increase in items creates an overwhelming

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number of combinations, causing judge fatigue and reducing the quality of evaluations.

**214.** (A) Both A and R are true and R is the correct explanation of A.
Constructing a Thurstone scale requires significantly more labor and time than a Likert scale. This is because Thurstone scaling demands a separate, independent panel of dozens of judges to sort and evaluate the statements beforehand. This pre-testing phase must be completed and analyzed before the scale can be administered to respondents.

**215.** (B) Standard normal distribution
In paired-comparison scaling, the proportion of times one stimulus is preferred over another is converted into standard normal deviate values. This mathematical transformation assumes that the judges' psychological evaluations are normally distributed. Consequently, researchers utilize the standard normal distribution tables to obtain Z-scores for calculating interval-scale values.

**216.** (C) Median
In the equal-appearing interval method, the scale value of each statement is represented by its median score across all judges. The median indicates the fifty percent point on the eleven-category sorting continuum, serving as a stable measure of central tendency that is resistant to extreme or outlier sorting decisions.

**217.** (D) Summated Ratings
The scaling technique developed by Rensis Likert is formally known as the method of summated ratings. It is designed to measure attitudes by summing the scores of individual items. Respondents indicate their level of agreement on a multi-point scale, and their total attitude score is calculated by adding these values.

**218.** (A) Their agreement or disagreement level
A standard Likert-type item presents a clear, directional statement regarding an attitude object. Respondents are asked to select from a set of ordered options, typically ranging from strongly agree to strongly disagree. This format allows researchers to quantify the intensity and direction of individual attitudes toward the topic.

**219.** (A) 1
In Likert scale scoring, positive and negative statements must be coded consistently to reflect attitude direction. For a strongly negative statement, a response of strongly agree indicates a highly unfavorable attitude. Therefore, this selection is typically assigned the lowest numeric value of one, while strongly disagree receives the highest score of five.

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**220.** (B) Cumulative and unidimensional in nature
Guttman's scalogram analysis is designed to create a scale that is unidimensional and cumulative. Unidimensionality ensures the scale measures a single concept, while the cumulative property means that agreeing with a highly intense item implies agreement with all preceding, less intense items, allowing a predictable ordering of respondents.

**221.** (A) Which specific items they accepted or rejected
In a perfect, deterministic Guttman scale, the items are ordered hierarchically by difficulty or intensity. Knowing a respondent's total cumulative score allows the researcher to reconstruct their exact response pattern, predicting precisely which specific items they accepted and which they rejected, without needing to view the raw survey questionnaire.

**222.** (C) Coefficient of Reproducibility
The coefficient of reproducibility is the primary statistical index used in Guttman scaling to evaluate how closely a set of items conforms to a perfect cumulative pattern. It measures the proportion of responses that can be accurately predicted from the total scale scores, assessing the scale's overall unidimensionality.

**223.** (C) 0.90
For a set of items to be accepted as a valid, reliable, and unidimensional Guttman scale, the coefficient of reproducibility must meet a minimum threshold. By convention, this minimum acceptable value is zero point nine zero, indicating that at least ninety percent of the individual responses can be accurately predicted.

**224.** (C) I, II, III and IV
Developing a Likert scale involves gathering a large pool of items, administering them to a trial sample, performing item analysis by calculating t-values, and retaining items with high discriminative power. Sorting statements

into eleven piles is a step unique to Thurstone scaling and is not used in Likert construction.

**225.** (B) Select items via trial-sample item analysis, bypassing judges
Unlike Thurstone scales, which require an independent panel of expert judges to assign scale values to items beforehand, Likert scales select items empirically. The researcher administers the initial statement pool to a trial sample of respondents and performs item analysis using t-tests, completely bypassing the need for a judging panel.

**226.** (D) P-2, Q-3, R-1
Thurstone scaling utilizes equal-appearing intervals and a panel of judges to scale statements. Likert scaling is known as the method of summated ratings and uses trial-sample item analysis. Guttman scaling is defined by its cumulative, unidimensional structure, where accepting a high-level item implies acceptance of lower-level items.

**227.** (A) Top-scoring group (upper 25%) and low-scoring group (lower 25%)
During Likert scale construction, item analysis is performed to ensure each statement discriminates between highly favorable and highly unfavorable respondents. This is accomplished by calculating the t-value comparing the mean scores of the top-scoring twenty-five percent and the bottom-scoring twenty-five percent of the trial sample, retaining high-discriminating items.

**228.** (C) $CR = 1 - \frac{e}{N \cdot k}$

The mathematical formula for calculating the coefficient of reproducibility in Guttman scaling subtracts the ratio of total errors to the product of respondents and items from one. This equation quantifies the proportion of non-error responses, indicating how closely the empirical data fits a perfect, deterministic cumulative scale.

**229.** (A) Answered the item correctly
In educational and psychological testing, the difficulty index of a knowledge test item is defined as the proportion of respondents who answered that specific item correctly. Calculated by dividing correct answers by total respondents, a higher index value indicates an easier item, while a lower value denotes a harder item.

**230.** (C) Very easy
An item with a difficulty index of zero point ninety-five indicates that ninety-five percent of the tested sample answered it correctly. This high proportion demonstrates that the item is very easy for the target population, meaning it offers minimal utility for distinguishing between different levels of knowledge.

**231.** (B) High-knowledge and low-knowledge respondents
The discrimination index evaluates a knowledge test item's capacity to distinguish between individuals with high overall knowledge and those with low knowledge. Calculated by comparing correct response rates between the top-performing and bottom-performing groups, a high positive index ensures the item effectively differentiates between varying levels of comprehension.

**232.** (C) Equal proportions of both high and low groups answered correctly
A discrimination index of zero indicates that the item has no capacity to distinguish between high and low-performing respondents. This occurs when an equal proportion of individuals in both the top-performing and bottom-performing groups answer the item correctly, rendering the question completely ineffective for standardizing a knowledge assessment.

**233.** (D) Items with a discrimination index near zero are highly desirable.
Items with a discrimination index near zero are highly undesirable because they fail to distinguish between high-knowledge and low-knowledge respondents. In test construction, researchers discard these non-discriminating items, instead prioritizing questions with a positive discrimination index and moderate difficulty, which maximize the overall assessment's reliability and validity.

**234.** (B) The top and bottom 27% of scores
According to classical test theory and item analysis conventions, dividing a sample into the top twenty-seven percent and bottom twenty-seven percent of scores provides the optimal balance. This specific percentage maximizes the statistical power to detect real differences in item performance between high and low groups while maintaining group sizes.

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**235.** (B) $DI = \frac{R_U - R_L}{N}$

The discrimination index is calculated by subtracting the number of correct responses in the lower group from the number of correct responses in the upper group, and dividing the result by the number of respondents in one group. This formula quantifies how much more frequently high-scorers answer correctly.

**236.** (B) More low-knowledge than high-knowledge peers got the item correct

A negative discrimination index reveals that a larger proportion of low-knowledge respondents answered the item correctly compared to high-knowledge respondents. This anomalous pattern indicates that the item is poorly constructed, highly confusing, or has a keyed incorrect answer, necessitating its immediate removal from the test instrument.

**237.** (A) 2, 5, 3, 1, 4

Developing a standardized knowledge test begins with collecting a pool of items. These items are then pilot-tested on a representative sample. Researchers calculate the difficulty and discrimination indices for each question, select the best items based on these values, and finally establish the scale's overall reliability and validity.

**238.** (C) A binary item score with a continuous total test score

Biserial and point-biserial correlations are specialized statistical techniques used in item analysis. They measure the relationship strength between a truly dichotomous variable, such as an individual test item scored as correct or incorrect, and a continuous variable, such as the total test score achieved by the respondent.

**239.** (D) An excellent item to retain

An item with a difficulty index of zero point five zero and a discrimination index of zero point six zero represents an ideal test question. It has moderate difficulty, which maximizes variance, and exceptionally high discriminative power to distinguish between high and low knowledge levels, making it highly valuable to retain.

**240.** (C) Plausible and chosen mostly by lower-scoring group members

Distractor analysis evaluates the effectiveness of incorrect options in multiple-choice questions. High-quality distractors must appear plausible to less-knowledgeable respondents, attracting choices primarily from lower-scoring group members. If a distractor is never selected, or is chosen frequently by high-scorers, it must be revised or replaced to improve quality.

**241.** (B) A single numerical summary score

Composite indices, such as those measuring socio-economic status, compile multiple distinct indicators into a single, standardized numerical summary score. This aggregation simplifies highly complex, multidimensional concepts into a manageable format, enabling researchers to make straightforward comparisons and conduct subsequent quantitative statistical analyses across diverse target groups.

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**242.** (D) Differential weighting

When constructing a composite index, individual practices or indicators often carry different levels of importance or difficulty. To reflect this variation accurately, researchers apply differential weighting. This adjustment assigns greater statistical weight to more significant indicators, ensuring the final index score reflects the true complexity of the phenomenon.

**243.** (A) Land, education, house type, occupation, caste, and family

The Trivedi and Pareek socio-economic status scale is a highly standardized instrument designed specifically for rural Indian contexts. It calculates a composite score by evaluating multiple indicators, including land ownership, education level, house type, occupation, caste, and family size, capturing the multi-faceted nature of rural socio-economic standing accurately.

**244.** (A) Both A and R are true and R is the correct explanation of A.

Combining raw variables measured in completely different units will distort a composite index, as variables with large numerical ranges will dominate the calculation. Standardizing these variables, such as converting them into Z-scores, normalizes the data into a common metric. This mathematical adjustment ensures each indicator contributes equitably to the final index.

**245.** (A) Extent, potential, and consistency of adopting farming innovations

The adoption quotient developed by Chattopadhyay and Pareek is a highly rigorous,

composite index designed to measure how farmers adopt innovations. Rather than simply counting adopted practices, it evaluates the extent of adoption, the overall potential for adoption given farm constraints, and the consistency of use over time quite systematically.

**246.** (D) Principal Component Analysis or Factor Analysis runs
To determine objective, statistically derived weights for different dimensions within a composite index, researchers frequently utilize principal component analysis or factor analysis. These multivariate statistical techniques analyze the mathematical variance and correlation structures among variables, assigning weights based on how much unique variance each indicator contributes.

**247.** (B) P-3, Q-4, R-2, S-1
Index construction begins with selecting specific indicators to measure the construct. Scaling or standardization converts these diverse variables into a common metric. Weighting assigns relative importance to each item, reflecting its unique significance. Finally, aggregation combines all standardized and weighted values into a single summary score.

**248.** (C) $Z = \frac{X - \text{Mean}}{\text{Standard Deviation}}$
Converting a raw score into a standardized Z-score is accomplished by subtracting the sample mean from the raw score, and dividing the result by the standard deviation. This mathematical transformation indicates how many standard deviations a specific observation lies above or below the mean, standardizing different datasets.

**249.** (D) Basic inventory checklist score
If an adoption index simply sums the number of practices adopted from a list without incorporating weights, standardized scaling, or hierarchical dimensions, it functions as an unweighted basic inventory checklist. This simple index treats all practices as equally important, providing a straightforward tally of behavior without any statistical complexity.

**250.** (A) I, II and IV
Composite indices simplify complex, multidimensional concepts into a single numeric score, and weights can be assigned using expert judgment. Standardizing variables is essential even if they are continuous, provided they use different measurement scales. Global measures like the Human Development Index illustrate the widespread utility of composite indices.

**251.** (C) 0 to 1
The Min-Max normalization method is a common data preprocessing technique used in index construction. It rescales raw data values so that they fall within a bounded, standardized range, most commonly between zero and one. This mathematical transformation preserves relative relationships while neutralizing different units of measurement.

**252.** (B) Subjective choice of indicators can arbitrarily alter rankings
A major methodological critique of composite indices is their susceptibility to subjectivity. The researcher's choices regarding which indicators to include, how to standardize them, and what weights to apply can be arbitrary. These subjective decisions can significantly alter the final scores and rankings, potentially compromising overall validity.

**253.** (A) Editing
Editing is the initial phase of data processing where completed questionnaires are carefully reviewed. The primary purpose is to identify and correct obvious errors, illegible handwriting, omissions, and logical inconsistencies. Performing this crucial step promptly after data collection ensures the dataset remains accurate and complete before coding.

**254.** (C) Coding
Coding involves assigning systematic numbers, symbols, or categories to raw research responses. This process translates qualitative or quantitative answers into standardized numeric codes, facilitating efficient computer data entry and statistical analysis. It is highly essential for organizing open-ended and closed-ended questionnaire responses into a structured format.

**255.** (D) Cross-tabulation
Cross-tabulation is a quantitative data processing technique that displays the joint distribution of two or more categorical variables in a grid. By crossing variables like gender and adoption level, researchers can examine relationships, identify unique patterns, and conduct statistical tests, such as Chi-square, to assess association.

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(B) Project
(C) Activity
(D) Programme

2007
**9.** Identify the INCORRECT statement concerning agricultural extension policies.
(A) They provide a basis for program formulation.
(B) They are highly specific, short-term tactical blueprints.
(C) They reflect the socio-economic goals of the government.
(D) They guide long-term resource allocation.

2008
**10.** When an extension agent organizes a three-day training on pest management, this is best classified as a:
(A) National policy
(B) Broad programme
(C) Project activity
(D) Regional planning

2009
**11.** What is the primary advantage of clearly distinguishing a project from a programme?
(A) It eliminates the administrative need for any formal evaluation.
(B) It allows for indefinite project funding without accountability.
(C) It restricts community participation in local agricultural plans.
(D) It ensures precise resource allocation and performance tracking.

2001
**12.** Which foundational concept operates at the highest macro-level in agricultural governance?
(A) Agricultural policy
(B) Sectoral project
(C) District extension plan
(D) Village-level programme

2017
**13.** What is a fundamental prerequisite for effective extension program planning?
(A) It must rely solely on external expertise and top-down governmental instructions.
(B) It must be based on an analysis of the facts in the current situation.
(C) It must prioritize administrator and agent convenience over local community needs.
(D) It must completely avoid the integration of any local indigenous knowledge.

2017
**14.** Which principle asserts that an extension program should address the genuine requirements of the target population?
(A) Principle of operational flexibility
(B) Principle of felt needs and interests
(C) Principle of local cultural difference
(D) Principle of single-track execution

2001
**15.** The principle of flexibility in extension program planning dictates that the plan should:
(A) Anticipate changes and be adaptable to emergent situations.
(B) Be rigid to ensure strict and absolute adherence to budget.
(C) Only be modified and adjusted at the end of the project cycle.
(D) Change daily to match varying and subjective farmer demands.

2021
**16.** Consider the following statements regarding the principles of extension planning:
I. Planning is a continuous process.
II. Planning should be an isolated, top-down process.
III. Planning requires clearly defined objectives.
IV. Planning involves the active participation of the people.
Which of the above statements represent correct principles?
(A) I, II and III
(B) I, III and IV
(C) II, III and IV
(D) I, II and IV

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2024
**17.** What does the principle of cultural difference imply for extension planners?
(A) Programs must enforce and impose uniform national cultures on diverse local communities.
(B) Cultural factors and local traditions have absolutely no bearing on technological adoption.
(C) Extension agents should actively avoid working with communities having differing cultures.
(D) Programs should be tailored to align with local socio-cultural norms and values.

2008
**18.** Which of the following is NOT considered a core principle of extension program planning?
(A) Principle of democratic operation

two unrelated groups. It evaluates whether the observed difference between the means, such as the crop yield of a control group versus an experimental group, is statistically significant or merely due to random chance.

**267.** (B) Three or more independent groups
Analysis of Variance is a parametric statistical method used to compare the means of three or more independent groups simultaneously. It determines if at least one group mean significantly differs from the others by analyzing the ratio of variance between groups to the variance within groups.

**268.** (A) Both A and R are true and R is the correct explanation of A.
Conducting multiple pairwise t-tests to compare three or more group means increases the probability of committing a Type I error. Analysis of variance solves this problem by testing for overall differences across all groups simultaneously, controlling the experiment-wise error rate and maintaining the specified alpha level.

**269.** (A) Linear relationship strength and direction between continuous variables
The Pearson correlation coefficient is a parametric statistic that quantifies the linear association between two continuous variables. The resulting value ranges from negative one to positive one, indicating both the direction and the strength of the relationship. It does not establish cause-and-effect or evaluate non-linear patterns.

**270.** (C) Strong negative relationship
A Pearson correlation coefficient of negative zero point eighty-five indicates a strong negative linear relationship. The negative sign reveals that as one variable increases, the other systematically decreases. The absolute value of zero point eighty-five is close to one, demonstrating highly consistent alignment between the two variables.

**271.** (D) F-ratio
In analysis of variance, the calculated test statistic is the F-ratio. This value represents the ratio of the variance between the group means to the variance within the groups. A larger F-ratio indicates that the differences among the group means are greater than would be expected by random chance.

**272.** (C) They are generally less powerful than non-parametric tests.
Parametric tests are generally more powerful than non-parametric tests when their mathematical assumptions are met. They require interval or ratio-level data and assume homogeneity of variance. The paired t-test is specifically used to analyze pretest-posttest or matched designs where observations are dependent on one another.

**273.** (B) Levene's Test
Homogeneity of variance is a critical assumption for independent t-tests and analysis of variance, requiring that compared groups exhibit similar variance. This assumption is formally evaluated using Levene's test. A non-significant result indicates equal variances, validating the use of standard parametric statistics in the study.

**274.** (D) $n-1$ (where $n$ is the number of pairs)
In a paired samples t-test, the analysis evaluates the differences within related pairs of observations. Consequently, the degrees of freedom are calculated as the total number of pairs, represented by $n$, minus one. This reflects the restriction placed on the variance calculation of the difference scores.

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**275.** (A) Proportion of variance explained by the statistical model
The coefficient of determination, calculated by squaring the Pearson correlation coefficient, represents the proportion of variance in the dependent variable that is predictable from the independent variable. This index ranges from zero to one, quantifying the overall explanatory power of the linear regression model.

**276.** (C) P-3, Q-4, R-2, S-1
The independent t-test evaluates mean differences between two separate groups, while the paired t-test analyzes differences within the same group across two conditions. One-way ANOVA compares means across three or more independent groups, and Pearson correlation assesses the linear relationship between two continuous variables.

**277.** (A) Distribution-free tests
Non-parametric statistics are frequently referred to as distribution-free tests because they do not assume that the population data follows a specific probability distribution, such as a normal curve.

**300.** (B) Abstract, Introduction, Literature Review, Methods, Results, Discussion, References
A standard research report follows a highly logical structure. It begins with an abstract summarizing the study, followed by the introduction and literature review establishing context. The methods describe the procedures, the results present the findings, the discussion interprets them, and the references cite all used sources.

**********

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**289.** (B) Type I rejects a true null hypothesis; Type II accepts a false null hypothesis.
In hypothesis testing, a Type I error occurs when the researcher rejects a null hypothesis that is actually true, representing a false positive. Conversely, a Type II error occurs when the researcher fails to reject a null hypothesis that is false, representing a false negative in the analysis.

**290.** (D) Alpha
The probability of committing a Type I error is represented by the Greek letter alpha. This value defines the significance level of the statistical test, which researchers establish prior to data analysis, typically at five percent, to limit the risk of rejecting a true null hypothesis by chance.

**291.** (A) A 3% chance of getting these results if the null hypothesis is true
A p-value of zero point zero three indicates that there is a three percent probability of obtaining the observed results, or more extreme differences, if the null hypothesis is true. Because this probability falls below the standard five percent threshold, the researcher rejects the null hypothesis in favor of the alternative.

**292.** (C) Introduction, Methods, Results, And Discussion
In scientific communication, the acronym IMRAD represents the standard structural framework for writing academic journal articles. This sequential structure guides the reader logically through the introduction, the research methods used, the results obtained, and the subsequent discussion of the findings and their broader implications.

**293.** (A) Learn about the study's scope, risks, and benefits before consenting
The ethical principle of informed consent requires that researchers provide participants with comprehensive information about the study's purpose, procedures, risks, and benefits before data collection begins. This disclosure ensures that individuals can make a voluntary decision to participate or withdraw from the study without facing any negative consequences.

**294.** (D) Presenting someone else's work or ideas as one's own without citation
Plagiarism is a serious violation of academic integrity. It is defined as presenting the work, ideas, words, or data of another person as one's own without providing appropriate citation. To maintain research ethics, authors must credit all sources of information, regardless of whether they paraphrase or quote directly.

NODIA

**295.** (B) Anonymity
Anonymity is an ethical safeguard in research that prevents anyone, including the primary researcher, from linking a response to a specific participant. This is achieved by not collecting identifying information, such as names or addresses, which encourages honest responses and protects participant privacy throughout the entire study.

**296.** (A) Both A and R are true and R is the correct explanation of A.
Adjusting the significance level from five percent to one percent reduces the risk of committing a Type I error. This stricter alpha level requires stronger empirical evidence to reject the null hypothesis, making it much harder to claim a significant finding by chance, thereby increasing the reliability of the results.

**297.** (D) Interpret results, compare with literature, and explain implications
The discussion section of an academic paper is dedicated to interpreting the empirical results. Instead of simply repeating data, the author compares the findings with existing literature, addresses any limitations, and explains the broader scientific and practical implications, linking the study back to the initial research questions.

**298.** (A) II, III and IV
Anonymity and confidentiality are distinct ethical concepts. Anonymity means no identifying data is collected, while confidentiality means identifiers are collected but protected. Plagiarism can occur unintentionally through poor citation, while fabrication is inventing data, and falsification involves manipulating research materials, making the latter three statements completely correct.

**299.** (B) Correctly rejecting a false null hypothesis
The power of a statistical test is the probability of correctly rejecting a null hypothesis that is false. It is represented mathematically as one minus beta. A higher statistical power reduces the risk of committing a Type II error, ensuring the study can detect real differences or relationships when they exist.

2012

**29.** What follows immediately after the execution of the extension program?
(A) Determination of objectives
(B) Evaluation of progress
(C) Collection of facts
(D) Identification of problems

2012

**30.** Which step ensures that the program remains relevant and adapts to new developments over time?
(A) Execution of the plan
(B) Reconsideration and revision
(C) Initial problem identification
(D) Establishing a baseline

2024

**31.** An annual calendar of activities specifying who will do what and when is known as:
(A) A plan of work
(B) A policy document
(C) An evaluation framework
(D) A meta-evaluation

2006

**32.** Select the correct order of sequence for executing an extension program.
(A) Prepare materials → Train staff → Conduct activities → Monitor progress
(B) Monitor progress → Conduct activities → Train staff → Prepare materials
(C) Conduct activities → Prepare materials → Train staff → Monitor progress
(D) Train staff → Monitor progress → Prepare materials → Conduct activities

2002

**33.** Why is 'reconsideration' critical in the program planning cycle?
(A) To rigidly defend and justify the original project objectives.
(B) To identify and penalize field staff for any failed activities.
(C) To increase the operational budget arbitrarily without evaluation.
(D) To learn from evaluation findings and adjust future plans.

2024

**34.** In the program planning sequence, determining objectives must always precede:
(A) Identification of problems
(B) Collection of factual data
(C) Development of the plan of work
(D) Analysis of the current situation

2012

**35.** A situation analysis in program planning typically EXCLUDES which factor?
(A) Local physical infrastructure
(B) Ex-post impact assessment metrics
(C) Socio-economic status of local farmers
(D) Institutional and administrative resources

2010

**36.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Program planning is a continuous, cyclical process rather than a linear one.
**Reason (R) :** Evaluation and reconsideration lead to the identification of new problems, restarting the cycle.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2009

**37.** What is the structural format of the Logical Framework Approach (LFA) matrix?
(A) A $2 \times 4$ matrix
(B) A $3 \times 3$ matrix
(C) A $4 \times 4$ matrix
(D) A $5 \times 5$ matrix

2003

**38.** The vertical logic of the LFA matrix represents:
(A) The complete timeline and scheduling of the project.
(B) The administrative and physical means of verification.
(C) The hierarchy of objectives and causal pathways.
(D) The detailed financial and budget allocations.

2023

**39.** In the LFA goal hierarchy, which level sits directly below 'Goal' (or Overall Objective)?
(A) Purpose (or Specific Objective)
(B) Inputs (or necessary resources)
(C) Activities (or operational tasks)
(D) Outputs (or direct deliverables)

2004

**40.** Critical assumptions in the LFA refer to:
(A) Internal proven facts and baseline data regarding daily project activities.
(B) Detailed financial and internal budget calculations made by management.

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# CHAPTER 06

# Program Planning, Evaluation and Impact Assessment

NODIA

2005

**1.** Which term describes a broad, authoritative framework of principles guiding decision-making in agricultural extension?
(A) Programme
(B) Project
(C) Plan
(D) Policy

2009

**2.** How does a 'project' conceptually differ from a 'programme' in extension management?
(A) A project is indefinite, whereas a programme has a strict end date.
(B) A project covers multiple regions, whereas a programme is highly localized.
(C) A project is a time-bound, specific endeavor, whereas a programme is a broader, continuous effort.
(D) A project is synonymous with policy, whereas a programme relies on plans.

2001

**3.** In agricultural extension, what constitutes a 'plan'?
(A) A generalized statement of intent without resource allocation.
(B) A predetermined course of action detailing planned activities.
(C) A localized activity executed without prior feasibility studies.
(D) A theoretical model used for post-implementation evaluations.

2015

**4.** Which of the following statements correctly identifies the relationship between plans and programmes?
(A) A plan serves as a minor component of a localized project, which in turn dictates the program.
(B) Programmes are short-term, highly localized interventions that bypass any formal planning.
(C) Planning is a retrospective process that occurs only after a program is fully executed.
(D) A programme typically consists of multiple coordinated plans and agricultural projects.

2004

**5.** What is the most appropriate definition of an extension programme?
(A) A statement of situation, objectives, problems, and solutions systematically designed.
(B) A random collection of unscheduled field activities dictated by immediate farmer demands.
(C) A rigid, unalterable directive issued and enforced by central government authorities.
(D) An isolated, short-term demonstration of a single unverified agricultural technology.

2007

**6.** Consider the following statements regarding agricultural extension frameworks:
I. A policy provides the overarching rules and guidelines.
II. A project has a specific starting and ending point.
III. A plan excludes resource allocation and focuses solely on goals.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2025

**7.** Which characteristic is LEAST relevant to a standard agricultural extension project?
(A) Permanent operation
(B) Defined timeline
(C) Specific budget
(D) Clear objectives

2007

**8.** In the hierarchy of extension planning, which entity typically encompasses the others?
(A) Task

This flexibility allows researchers to analyze ordinal data or small samples that violate the strict assumptions of parametric methods.

**278.** (D) Categorical level variables
The Chi-square test of independence is a non-parametric statistic used to determine whether there is a significant association between two categorical variables. It compares the observed frequencies within a contingency table against the frequencies expected if the variables were completely independent, identifying any non-random associations.

**279.** (A) Mann-Whitney U test
The Mann-Whitney U test is the non-parametric equivalent of the independent samples t-test. It is used to compare differences between two independent groups when the dependent variable is ordinal or continuous but violates the assumption of normality, evaluating differences in the ranks of the observations.

**280.** (C) Spearman's Rank Order Correlation (rho)
When analyzing the relationship between variables measured on an ordinal scale, such as ranks, the standard Pearson correlation is inappropriate. The researcher should instead use Spearman's rank order correlation, a non-parametric statistic that measures the strength and direction of the monotonic association between two ranked variables.

**281.** (D) One-way ANOVA
The Kruskal-Wallis H test is a non-parametric statistical method used to compare three or more independent groups. It serves as the direct alternative to the one-way analysis of variance when the dependent variable is ordinal or fails to meet the assumption of a normal distribution.

**282.** (A) I, II, III and V
Non-parametric tests do not assume a normal distribution and can process nominal or ordinal data. Chi-square, Mann-Whitney U, Wilcoxon signed-rank, and Kruskal-Wallis tests are all classified as non-parametric. Conversely, the independent samples t-test is a parametric statistic that requires normal distribution and interval-level measurement.

**283.** (B) Observed and expected cell frequencies
The Chi-square statistic is calculated by analyzing the discrepancy between observed and expected frequencies in a contingency table. For each cell, the expected frequency is subtracted from the observed frequency, squared, and divided by the expected value. These values are summed to determine the overall test statistic.

**284.** (B) Wilcoxon Signed-Rank test
The Wilcoxon signed-rank test is the non-parametric equivalent of the paired samples t-test. It is designed to compare two related or matched samples to determine if their population rank means differ, making it highly ideal for before-and-after designs where the data violates normality assumptions.

**285.** (B) 5
In Chi-square testing, the validity of the statistical approximation depends on cell size. If the expected frequency in any cell of the contingency table falls below five, the test's power is compromised, increasing the risk of Type I errors. In such cases, researchers must apply Yates' correction or use Fisher's exact test.

**286.** (C) Data violates normality assumptions or is measured ordinally
Non-parametric tests are highly valuable when analyzing datasets that violate the strict assumptions of parametric statistics. If the data is measured on an ordinal scale or exhibits a skewed distribution, these distribution-free tests provide a statistically valid method to analyze relationships and compare groups without losing accuracy.

**287.** (D) P-2, Q-1, R-4, S-3
The Mann-Whitney U test is the non-parametric equivalent of the independent t-test, while the Wilcoxon signed-rank test replaces the paired t-test. The Kruskal-Wallis H test is the alternative to one-way ANOVA, and Spearman's rank correlation serves as the non-parametric counterpart to Pearson correlation.

**288.** (C) Assign the calculated average rank to each tied observation
When converting raw scores into ranks for Spearman's correlation, researchers often encounter identical values. To resolve these ties, the standard statistical procedure is to calculate the average of the ranks that the tied observations would have occupied and assign this mean rank to each tied value.

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(B) Principle of utilizing local leadership
(C) Principle of dictatorial enforcement
(D) Principle of evaluation

2009

**19.** A program plan that incorporates representatives from all socioeconomic strata of a village best demonstrates which principle?
(A) Principle of rigidity
(B) Principle of grassroots involvement
(C) Principle of top-down dissemination
(D) Principle of ex-post evaluation

2017

**20.** If an extension program fails to identify available resources before implementation, which foundational prerequisite is violated?
(A) Forced cultural assimilation
(B) External adversary evaluation
(C) Propensity score matching design
(D) Analysis of the factual situation

2013

**21.** Which aspect is central to the concept of extension planning?
(A) Educational nature of the process
(B) Bypassing institutional structures
(C) Sole reliance on qualitative data
(D) Rejection of systematic timelines

2016

**22.** According to established program planning principles, objectives should be:
(A) Broad and unmeasurable
(B) Ambitious and impossible to reach
(C) Attainable and clearly defined
(D) Subjective and informal

2012

**23.** Extension program design requires starting with a baseline analysis. This aligns with which prerequisite?
(A) Understanding the current situation
(B) Conducting an ex-post evaluation
(C) Applying goal-free evaluation
(D) Developing a Logical Framework Matrix

2001

**24.** What is the expected cause and effect of utilizing local leaders in program planning?
(A) It causes widespread community alienation and decreases technology adoption.
(B) It causes administrative delays but reduces the program budget significantly.
(C) It creates persistent legal disputes and halts overall program execution.
(D) It ensures local cultural relevance and increases community acceptance.

2002

**25.** What is generally recognized as the first sequential step in the extension program planning process?
(A) Formulating and prioritizing specific program objectives.
(B) Collection of facts and analysis of the situation.
(C) Executing and monitoring the approved plan of work.
(D) Reconsidering and revising the entire program cycle.

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2001

**26.** Consider the following steps in extension program planning:
I. Collection of facts
II. Determination of objectives
III. Identification of problems
IV. Execution of the program
V. Evaluation of progress
Which of the following represents the correct logical sequence of these steps?
(A) I, II, III, IV, V
(B) I, III, II, IV, V
(C) III, I, II, V, IV
(D) II, I, III, IV, V

2024

**27.** Identifying the problem in extension programming primarily involves:
(A) Guessing the immediate needs of the farmers without using objective field data.
(B) Copying historical agricultural problems directly from previous years' reports.
(C) Selecting minor localized issues that are universally the easiest to solve.
(D) Recognizing the gap between what is and what ought to be in the community.

2009

**28.** During the 'development of the plan of work' phase, which elements are predominantly specified?
(A) The detailed schedule, personnel, methods, and resources
(B) Only the final long-term macroeconomic impact indicators
(C) The general academic and theoretical paradigms of extension
(D) The historical and developmental background of the community

**256.** (C) Thematic coding
Thematic coding is a foundational qualitative data analysis process. The researcher systematically reviews raw transcripts or texts, labeling meaningful passages with descriptive codes. These individual codes are then grouped into broader categories and overarching themes, providing a structured, interpretive framework to answer the qualitative research questions accurately.

**257.** (B) List variables, their names, and assigned numeric codes
A codebook is an essential reference document in quantitative research. It lists every variable in the dataset, detailing its exact name, description, column location, and the specific numeric codes assigned to each response option. This guide ensures consistent data entry and acts as a map for subsequent statistical analysis.

**258.** (D) III
Tabulation is the process of arranging processed quantitative data into orderly rows and columns, not writing qualitative narrative text. Editing is best completed quickly, coding open-ended responses requires creating a structured frame, and data entry transfers these codes into statistical software, making the third statement completely incorrect.

**259.** (A) Grounded Theory
Grounded Theory is a rigorous qualitative methodology developed by Glaser and Strauss. It is characterized by the systematic generation of theory directly from empirical data through constant comparison. Researchers collect and analyze data simultaneously, using theoretical sampling to refine emerging concepts until theoretical saturation is achieved completely.

**260.** (C) Inductive coding
Inductive coding is a qualitative analysis approach where codes emerge directly from the raw data. Rather than applying a pre-existing theoretical framework or codebook, the researcher reads the transcripts and defines codes based on the actual words and concepts used by the participants, ensuring a grounded interpretation.

**261.** (A) Verbatim conversion of audio recordings into text
Transcription is the systematic process of converting spoken language from audio or video recordings into written text. Achieving high-quality qualitative analysis requires verbatim transcription, which captures every word, pause, and non-verbal cue, providing an accurate, unedited textual representation of the interview for subsequent thematic coding procedures.

**262.** (D) Left blank or given a missing-value code for statistical handling
When handling missing values in quantitative datasets, automatically inputting zero or deleting the entire questionnaire introduces significant statistical bias. Instead, researchers should leave the cell blank or assign a specific missing-value code. This approach allows statistical software to exclude the missing case appropriately during analysis.

**263.** (B) Quantify communication texts and interviews systematically
Content analysis is a versatile research method used to analyze communication texts, documents, or interviews. It systematically categorizes qualitative content into quantitative codes, counting the frequency of specific words, phrases, or themes. This approach allows researchers to identify patterns, trends, and objective characteristics within communication data.

**264.** (C) 1, 2, 3, 4, 5
Qualitative data analysis is a systematic, sequential process. The researcher first becomes familiar with the data by reading transcripts. Next, initial codes are generated, which are subsequently grouped into potential themes. These themes are reviewed and refined, and finally, the researcher writes up the analytical narrative.

**265.** (D) Normal distribution of the continuous dependent variable
Parametric statistics rely on several stringent mathematical assumptions about the underlying population. A primary requirement is that the continuous dependent variable must exhibit a normal distribution. Violating this normality assumption can compromise the validity of the statistical test, necessitating a transition to non-parametric alternatives instead.

**266.** (A) Independent samples t-test
The independent samples t-test is the appropriate parametric statistic for comparing the means of

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(C) The hypothetical, unverified performance indicators of the project.
(D) External factors beyond direct project control necessary for success.

2010
**41.** If a project completes its 'Activities', the vertical logic assumes it will directly produce the intended:
(A) Goals
(B) Outputs
(C) Impacts
(D) Externalities

2025
**42.** In LFA, an assumption that is highly likely to fail and would kill the project is known as a:
(A) Verifiable indicator
(B) Formative variable
(C) Killer assumption
(D) Primary input

2022
**43.** Which element is found in the fourth column of a standard Logical Framework Matrix?
(A) Hierarchy of objectives
(B) Objectively Verifiable Indicators
(C) Means of Verification
(D) Assumptions and Risks

2021
**44.** What defines the 'Purpose' in the LFA goal hierarchy?
(A) The immediate, specific outcome achieved by project outputs.
(B) The long-term, broad development impact on society.
(C) The physical materials and financial inputs used in the project.
(D) The day-to-day administrative tasks performed by field staff.

2022
**45.** Identify the INCORRECT statement regarding the Logical Framework Approach.
(A) It forces planners to specify clear, causal relationships.
(B) It is a rigidly static document that cannot be updated.
(C) It incorporates external risks into the planning framework.
(D) It provides a basis for systematic monitoring and evaluation.

2014
**46.** Match the LFA components (List I) with their corresponding descriptions (List II).
**List I :** (LFA Components)
P. Goal
Q. Purpose
R. Outputs
S. Activities
**List II :** (Descriptions)
1. Tasks executed as part of the project
2. Broad, long-term objective to which the project contributes
3. Tangible results produced directly by project actions
4. The immediate effect or outcome of the project
(A) P-2, Q-4, R-3, S-1
(B) P-4, Q-2, R-1, S-3
(C) P-2, Q-3, R-4, S-1
(D) P-3, Q-1, R-2, S-4

2004
**47.** LFA's horizontal logic primarily serves to:
(A) Define how achievement of objectives will be measured and verified.
(B) Link concrete operational activities directly to the overall goal.
(C) Outline the project management team's organizational hierarchy.
(D) Detail the exact financial and administrative cost of each input.

2008
**48.** What is the fundamental requirement for a valid 'Assumption' in the LFA?
(A) It must be entirely and unconditionally under the project manager's control.
(B) It must be completely impossible to monitor, evaluate, or verify in the field.
(C) It must be important for success but outside direct project control.
(D) It must relate exclusively and strictly to internal staff attendance records.

2006
**49.** In the context of LFA, what does 'OVI' stand for?
(A) Objective Variable Index
(B) Operational Verification Instrument
(C) Organizational Value Indicator
(D) Objectively Verifiable Indicator

2010
**50.** A robust OVI should be 'SMART'. The 'M' in SMART stands for:
(A) Managed

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(B) Meaningful
(C) Measurable
(D) Methodological

2019
**51.** What is the primary function of Means of Verification (MoV) in the LFA?
(A) To list the funding agencies and administrative sponsors supporting the project.
(B) To identify the data sources and methods to assess the indicators.
(C) To specify and predict the project's long-term macro-level development impacts.
(D) To allocate the daily field tasks and schedules to front-line extension workers.

2013
**52.** Which of the following is an example of an Objectively Verifiable Indicator for a training program?
(A) Subjective feeling of farmers regarding the overall health of their seasonal crops.
(B) Subjective delivery of good quality training sessions to registered participants.
(C) General self-reported improvement in overall agricultural knowledge and skills.
(D) Number of farmers adopting the new seed variety by the end of year one.

2016
**53.** If an indicator specifies "Increase in wheat yield by 20% in District X by 2025," an appropriate MoV would be:
(A) Official crop harvest survey reports of District X for 2025.
(B) The extension agent's personal opinion and subjective field notes.
(C) The internal financial audit and original project budget document.
(D) The preliminary logical framework and initial problem tree analysis.

2001
**54.** Indicators at the 'Output' level generally measure:
(A) Broad long-term socioeconomic changes.
(B) Broad policy shifts at the national level.
(C) Quantity and quality of goods delivered.
(D) Long-term environmental sustainability goals.

2001
**55.** Why must an indicator be 'Objectively Verifiable'?
(A) So that different observers using the same indicator will obtain the same results.
(B) So that the target values can be altered retroactively to ensure overall success.
(C) Because qualitative and observational data can never be verified by field agents.
(D) Because the standard LFA framework completely rejects all forms of stakeholder feedback.

2025
**56.** Consider the following steps in formulating indicators:
I. Identify the data source and collection method (MoV)
II. Define the basic indicator concept
III. Add quantity, quality, and time targets
IV. Review against the SMART criteria
Which of the following represents the correct sequence for formulating indicators?
(A) II, III, I, IV
(B) I, II, III, IV
(C) III, II, IV, I
(D) II, I, III, IV

2014
**57.** Formulating OVIs at the 'Goal' level often requires relying on:
(A) Daily field attendance and registration sheets.
(B) Secondary data sources like census data.
(C) Immediate post-training participant quizzes.
(D) Internal project financial expenditure receipts.

NODIA

2004
**58.** An indicator lacking a specific timeframe is flawed because:
(A) It becomes administratively impossible to allocate a specific budget for it.
(B) It directly violates the foundational principle of qualitative field assessment.
(C) It prevents assessors from knowing when to evaluate the achievement.
(D) It automatically and completely invalidates the overarching project goal.

2006
**59.** Which statement represents a flawed Means of Verification (MoV)?
(A) "Annual household income survey conducted continuously by independent university researchers."
(B) "Pre- and post-training test scores compiled directly from all active program participants."

(C) "Government agricultural census data published periodically by the ministry of planning."
(D) "A comprehensive, unbudgeted survey of 100,000 farmers conducted daily."

2015
**60.** The cost and effort of obtaining data for an MoV should be:
(A) Proportional to the importance of the indicator.
(B) Disregarded entirely to ensure perfect accuracy.
(C) Greater than the project's overall financial budget.
(D) Exclusively and fully borne by target beneficiaries.

2006
**61.** How does monitoring primarily differ from evaluation?
(A) Monitoring is a strictly periodic exercise, whereas evaluation is an entirely continuous field process.
(B) Monitoring tracks ongoing activities, while evaluation assesses outcomes and impacts.
(C) Monitoring is conducted exclusively at the end of a project, while evaluation is done at the beginning.
(D) Monitoring requires highly specialized external experts, while evaluation uses basic internal field staff.

2024
**62.** Which of the following best defines impact assessment?
(A) Tracking daily and weekly financial expenditures against the approved project budget.
(B) Measuring the long-term, sustainable changes brought about by an intervention.
(C) Assessing the immediate subjective reaction of targeted training participants.
(D) Ensuring administrative and field staff arrive on time for daily scheduled fieldwork.

2025
**63.** Monitoring is inherently a _____ function.
(A) Continuous, management
(B) Retrospective, summative
(C) Long-term, strategic
(D) Goal-free, exploratory

2010
**64.** A mid-term review that asks whether the project should be continued, modified, or stopped is primarily a form of:
(A) Routine monitoring
(B) Ex-post impact assessment
(C) Formative evaluation
(D) Theory of Change formulation

2008
**65.** If a manager checks a dashboard weekly to see how many farmers attended demonstrations, they are engaging in:
(A) Evaluation
(B) Impact Assessment
(C) Meta-evaluation
(D) Monitoring

2023
**66.** Which mechanism attempts to isolate the effects of the intervention from external factors?
(A) Basic monitoring
(B) Needs assessment
(C) Impact assessment
(D) Context evaluation

2014
**67.** The primary objective of evaluation (as distinct from monitoring) is to determine:
(A) Compliance with daily and weekly administrative task lists.
(B) Relevance, effectiveness, efficiency, and sustainability.
(C) The total number of actual hours worked by extension field staff.
(D) The baseline demographic data collected before the project start.

2021
**68.** Consider the following statements regarding monitoring and evaluation (M&E) processes:
I. Monitoring tracks inputs and outputs.
II. Evaluation asks "are we doing the right things?"
III. Impact assessment strictly ignores unintended consequences.
IV. Monitoring provides data that feeds into evaluation.
Which of the above statements are correct?
(A) I, II and IV
(B) I, II and III
(C) II, III and IV
(D) I, III and IV

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(B) To allow local stakeholders to rewrite the final findings entirely.
(C) To delay the final evaluation publication process intentionally.
(D) To bypass ethical guidelines established by the Joint Committee.

2016
**109.** The objective-oriented evaluation approach is most closely associated with which theorist?
(A) Michael Scriven
(B) Ralph Tyler
(C) Daniel Stufflebeam
(D) Kirkpatrick

2015
**110.** The core premise of Tyler's objective-oriented approach is to determine:
(A) If the administrative management team is functioning optimally and well.
(B) The extent to which predetermined objectives are actually realized.
(C) All unintended and indirect socioeconomic impacts of the program.
(D) The overall cost-benefit and cost-effectiveness of the intervention.

2019
**111.** A major limitation of the Tylerian objective-oriented approach is that it:
(A) Often ignores unintended outcomes or side effects.
(B) Emphasizes clear goal setting.
(C) Focuses too heavily on process rather than outcomes.
(D) Requires no data collection.

2023
**112.** Management-oriented evaluation models are primarily designed to serve:
(A) Local community beneficiaries seeking personal empowerment.
(B) Academic theorists developing new post-modern paradigms.
(C) Decision-makers and program administrators allocating resources.
(D) External adversary evaluators looking for operational flaws.

2021
**113.** The objective-oriented evaluation model aligns most closely with which step of the extension program cycle?
(A) Generating random, goal-free insights and observations.
(B) Formulating and structuring the logical problem tree.
(C) Conducting daily and weekly activity and input tracking.
(D) Assessing whether final outcomes match initial objectives.

2014
**114.** In management-oriented evaluation, information is valued primarily for its:
(A) Pure academic and theoretical elegance.
(B) Statistical ability to prove a null hypothesis.
(C) Utility in aiding administrative decisions.
(D) Long-term historical archiving potential.

2025
**115.** Which evaluation approach would a director use if they need data specifically to decide whether to cut or expand funding for a training module?
(A) Goal-free evaluation design
(B) Management-oriented evaluation
(C) Naturalistic research paradigm
(D) Constructivist evaluation models

2025
**116.** Consider the following statements about the objective-oriented evaluation approach:
I. It requires behavioral objectives.
II. It measures actual performance against objectives.
III. It prioritizes unintended consequences.
IV. It relies heavily on measuring the end-product.
Which of the above statements are correct?
(A) I, II and IV
(B) I, II and III
(C) II, III and IV
(D) I, III and IV

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2010
**117.** Management-oriented models often conceptualize programs as systems consisting of:
(A) Inputs, processes, and outputs.
(B) Hypotheses and null-hypotheses.
(C) Subjective narratives and stories.
(D) Naturalistic and phenomenological constructs.

2021
**118.** Which statement represents an advantage of the objective-oriented approach?
(A) It easily discovers all potential negative externalities and risks of a project.
(B) It requires absolutely no preliminary planning or situation analysis from staff.
(C) It provides a very clear, logical, and easy-to-understand evaluation framework.

(A) Assessing whether the project achieved its intended objectives.
(B) Minimizing overall project expenditures and resource consumption.
(C) Measuring and reporting any unintended environmental damage of a project.
(D) Checking and verifying the validity of initial assumptions in the LFA.

2019

**80.** 'Sustainability' in program evaluation determines whether:
(A) The scheduled project activities started exactly on time.
(B) The program was highly profitable in the first month.
(C) The benefits continue after donor funding has ceased.
(D) The logical framework matrix was drawn correctly.

2002

**81.** Coherence, a newer evaluation criterion, assesses:
(A) The overall grammatical correctness of the submitted project proposal.
(B) The professional mental well-being and satisfaction of project staff.
(C) The technical uniformity of quantitative data collection tools.
(D) How well the intervention fits with other ongoing policies.

2002

**82.** Which foundational principle dictates that evaluations must acknowledge the rights and welfare of participants?
(A) Utility standards
(B) Feasibility goals
(C) Propriety (Ethics)
(D) Accuracy metrics

2014

**83.** The standard framework for educational evaluation identifies four major attributes. Which one ensures the evaluation is realistic and frugal?
(A) Utility
(B) Feasibility
(C) Propriety
(D) Accuracy

2009

**84.** When an evaluation aims primarily to demonstrate results to taxpayers and donors, its core objective is:
(A) Formative improvement
(B) Theory building
(C) Baseline setting
(D) Accountability

2005

**85.** What fundamentally distinguishes formative evaluation from summative evaluation?
(A) Formative improves ongoing programs; summative judges overall merit at completion.
(B) Formative relies on quantitative statistics; summative relies on qualitative interviews.
(C) Formative is conducted by external experts; summative is done by internal staff.
(D) Formative assesses long-term impact; summative assesses immediate resource inputs.

2006

**86.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Internal evaluations are often highly objective and completely free from organizational bias.
**Reason (R) :** Internal evaluators have deep contextual knowledge of the program's history and constraints.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008

**87.** An external evaluation is typically preferred when the primary objective is:
(A) High credibility and objective accountability for external stakeholders
(B) Rapid internal operational troubleshooting and program adjustment
(C) Minimization of overall evaluation costs and administrative delays
(D) Building internal staff capacity for retrospective self-reflection

2021

**88.** Summative evaluations are most closely associated with:
(A) Adjusting specific project activities for the upcoming weekly schedule.
(B) Identifying daily operational and administrative bottlenecks in the field.
(C) Setting preliminary baseline and situation

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(D) Validating Tylerian behavioral educational objectives only.

2012

**129.** During Input evaluation, evaluators might typically analyze:
(A) The final economic and poverty status of targeted local farmers.
(B) The overall socio-cultural and geographical history of the region.
(C) The cumulative number of training sessions actually delivered to groups.
(D) The proposed budget, staffing capacity, and technical work plans.

2010

**130.** Identifying implementation barriers in real-time is the primary goal of:
(A) Context evaluation
(B) Product evaluation
(C) Process evaluation
(D) Meta-evaluation

2011

**131.** The CIPP model categorizes decisions into four types: Planning, Structuring, Implementing, and Recycling. Which evaluation matches Recycling decisions?
(A) Context
(B) Product
(C) Input
(D) Process

2018

**132.** An evaluation assessing whether the chosen extension teaching method was the most cost-effective option available falls under:
(A) Context evaluation
(B) Process evaluation
(C) Product evaluation
(D) Input evaluation

2009

**133.** Stakeholder-focused evaluation models prioritize:
(A) The issues and concerns of those affected by the program.
(B) The rigid and absolute adherence to top-down government policy.
(C) Complex mathematical and economic modeling of agricultural yields.
(D) Deliberate ignorance and exclusion of local community feedback.

2004

**134.** The consumer-oriented evaluation approach places primary importance on:
(A) The external funding agency's strict and unalterable budget limits.
(B) The internal program manager's career advancement and job security.
(C) Judging the quality and utility of a service for the end-user.
(D) The theoretical accuracy and scientific validity of the intervention.

2009

**135.** Expertise-oriented evaluation relies heavily on:
(A) Professional judgment and peer review by subject-matter experts.
(B) Standardized, computer-graded multiple-choice tests of participants.
(C) Double-blind, statistically rigorous randomized control field trials.
(D) Automated internet data scraping and algorithmic analysis of reports.

2011

**136.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Adversary-oriented evaluation uses a quasi-legal framework to present opposing views of a program.
**Reason (R) :** This ensures that both the strengths and weaknesses are fiercely debated before a decision is made.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2016

**137.** Which of the following is a classic example of an expertise-oriented evaluation approach?
(A) Double-blind clinical trials
(B) Institutional accreditation reviews
(C) Cost-benefit mathematical analysis
(D) Focus groups with illiterate farmers

2016

**138.** The adversary-oriented paradigm often mimics a:
(A) Controlled laboratory experiment
(B) Retrospective financial audit
(C) Courtroom trial or hearing
(D) Public theatre performance

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2012

**139.** A potential disadvantage of the adversary-oriented model is that it:
(A) systematically suppresses any negative findings to protect staff.

2011

**99.** Which data collection mechanism provides deep qualitative insights into participants' experiences but is less generalizable?
(A) Structured questionnaire surveys of communities
(B) In-depth interviews and focus group discussions
(C) Quantitative remote-sensing satellite imagery
(D) Automated environmental weather data stations

2006

**100.** In evaluation methodology, 'Triangulation' refers to:
(A) Designing and utilizing a three-stage LFA matrix for monitoring.
(B) Dividing the target population into three equal socioeconomic strata.
(C) Evaluating a project exactly three years after its final completion.
(D) Using multiple methods or data sources to validate findings.

2012

**101.** The choice of data collection mechanisms in an evaluation is primarily dictated by:
(A) The evaluation questions and available resources.
(B) The personal preference of the lowest-ranking staff member.
(C) The physical location of the donor agency.
(D) The desire to avoid community interaction.

2024

**102.** What is a crucial consideration when deciding the sample size for quantitative data collection in an evaluation?
(A) Ensuring the sample represents only the most successful farmers.
(B) Limiting the sample to exactly 10 individuals to save costs.
(C) Achieving statistical significance and representativeness.
(D) Ensuring the sample excludes non-adopters.

2015

**103.** A baseline survey is conducted in the evaluation process to:
(A) Establish the situation before the intervention for future comparison.
(B) Penalize and punish field participants for poor historical performance.
(C) Measure and document the final impact of the project immediately.
(D) Replace and discard the standard logical framework matrix entirely.

2013

**104.** Which of the following represents an objective data collection tool in agricultural extension evaluation?
(A) A farmer's general personal opinion about the local weather.
(B) Unstructured qualitative hearsay collected from village elders.
(C) Subjective and informal self-assessment of individual learning.
(D) Crop yield measurement via random field plot sampling.

2007

**105.** After data collection, the next immediate logical step in the evaluation process is:
(A) Disseminating the evaluation report globally.
(B) Data processing, analysis, and interpretation.
(C) Formulating key evaluation objectives and questions.
(D) Designing and filling the draft project LFA matrix.

2005

**106.** Consider the following statements regarding the evaluation process:
I. Defining evaluation questions is unnecessary if objectives exist.
II. Selecting appropriate indicators is crucial for measuring change.
III. Secondary data can be a valid source for evaluation.
Which of the above statements is/are INCORRECT?
(A) I only
(B) I and II
(C) II and III
(D) III only

2004

**107.** A mixed-methods approach in evaluation data collection combines:
(A) Both internal and external evaluators.
(B) Both formative and summative objectives.
(C) Both ex-ante and ex-post timelines.
(D) Quantitative and qualitative techniques.

2025

**108.** Why is sharing the draft evaluation report with stakeholders prior to finalization an important procedural step?
(A) To ensure factual accuracy and enhance ownership of findings.

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analysis parameters.
(D) Deciding whether to replicate, scale up, or terminate a program.

2015
**89.** Which of the following is a key advantage of an internal evaluation framework?
(A) It completely eliminates any potential organizational conflict of interest.
(B) The evaluators have intimate knowledge of program nuances and culture.
(C) The evaluation findings are always trusted more by external funding donors.
(D) It requires absolutely no dedicated organizational time or physical resources.

2003
**90.** Formative evaluations are often colloquially referred to as evaluations for:
(A) Proving
(B) Terminating
(C) Learning
(D) Auditing

2005
**91.** A 'process evaluation' is generally a subtype of:
(A) Summative evaluation
(B) Impact assessment
(C) Meta-evaluation
(D) Formative evaluation

2009
**92.** Identify the INCORRECT statement regarding evaluation typologies.
(A) Internal and external evaluations cannot be combined.
(B) Formative evaluation helps in direct course correction.
(C) Summative evaluation focuses strictly on end results.
(D) External evaluation brings an independent perspective.

2009
**93.** When an evaluation is conducted by a team comprising both project staff and independent consultants, it is termed:
(A) Ex-ante needs assessment
(B) Joint or hybrid evaluation
(C) Adversary-based evaluation
(D) Goal-free program evaluation

2001
**94.** What is the typical timing for a summative evaluation?
(A) Before the project officially starts
(B) During the first month of implementation
(C) At or immediately after project completion
(D) Continuously on a weekly scheduled basis

2011
**95.** In an educational extension context, pre-testing a training manual with a small group of farmers to refine it is an example of:
(A) Formative evaluation
(B) Summative evaluation
(C) Ex-post impact assessment
(D) External audit

2002
**96.** Match the evaluation type (List I) with its core focus (List II).
**List I :** (Evaluation Type)
P. Formative
Q. Summative
R. Internal
S. External
**List II :** (Core Focus)
1. Judgement of overall project merit at completion
2. Course correction during implementation
3. High credibility and independent perspective
4. Deep organizational understanding and learning
(A) P-2, Q-1, R-4, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-4, Q-3, R-2, S-1
(D) P-2, Q-4, R-1, S-3

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2017
**97.** What is generally the first step in the formal evaluation process?
(A) Collecting and processing field data from the project area.
(B) Writing and disseminating the final comprehensive report.
(C) Selecting and testing objectively verifiable indicators.
(D) Formulating evaluation objectives and specific questions.

2024
**98.** During indicator selection, an evaluator must ensure the indicators are:
(A) Irrelevant to the objectives to maintain neutrality.
(B) Vague, allowing for multiple interpretations.
(C) Valid, reliable, and sensitive to change.
(D) Too complex for field staff to measure.

(D) It works best when applied without any quantifiable indicators or metrics.

2025

**119.** A defining characteristic of management-oriented evaluations is their focus on:
(A) Providing continuous feedback loops to program managers.
(B) Creating theoretical frameworks for peer-reviewed journals.
(C) Disregarding budgetary constraints.
(D) Focusing solely on the consumer's experience.

2015

**120.** Under the objective-oriented evaluation model, if the stated objective was to "train 50 farmers", and 45 were trained, the evaluation concludes:
(A) The project management was highly efficient.
(B) Unintended impacts easily justify the shortfall.
(C) The training program was highly sustainable.
(D) The program failed to meet its specific objective.

2002

**121.** The CIPP model of evaluation was developed by:
(A) Ralph Tyler
(B) Daniel Stufflebeam
(C) Michael Scriven
(D) Donald Kirkpatrick

2003

**122.** In the CIPP model, what does the acronym stand for?
(A) Content, Indicator, Plan, Program
(B) Cost, Implementation, Performance, Profit
(C) Context, Input, Process, Product
(D) Context, Intervention, Policy, Procedure

2019

**123.** Context evaluation in the CIPP model primarily assists decision-makers in:
(A) Determining whether to terminate or replicate the project in other regions.
(B) Tracking the daily and weekly execution of concrete physical field tasks.
(C) Measuring long-term, macroeconomic and environmental developmental impact.
(D) Assessing the needs, problems, and opportunities to formulate objectives.

2023

**124.** Which type of decision is supported by 'Input evaluation' in the CIPP framework?
(A) Structuring decisions (e.g., resources, strategies)
(B) Planning decisions regarding long-term objectives
(C) Implementing decisions during the active phase
(D) Recycling decisions regarding project replication

2005

**125.** Process evaluation in the Context, Input, Process, Product (CIPP) model is conceptually most similar to:
(A) Comprehensive summative evaluation
(B) Formative evaluation and monitoring
(C) Retrospective impact assessment
(D) Independent meta-evaluation

2015

**126.** Consider the following statements regarding the Context, Input, Process, Product (CIPP) evaluation model:
I. Context evaluation defines the operating environment.
II. Input evaluation assesses alternative strategies and resources.
III. Process evaluation identifies defects in procedural design.
IV. Product evaluation measures and interprets attainments.
V. Product evaluation strictly ignores unintended outcomes.
Which of the above statements are correct?
(A) I, II, III and V
(B) I, II, III and IV
(C) II, III, IV and V
(D) I, III, IV and V

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2006

**127.** If an evaluator is comparing the final agricultural yields to the intended project targets, they are conducting which part of the CIPP evaluation?
(A) Product
(B) Context
(C) Input
(D) Process

2012

**128.** A key feature of the CIPP model is its orientation toward:
(A) Conducting pure, non-applied academic research studies.
(B) Uncovering open-ended and goal-free field discoveries.
(C) Serving management and guiding program decision-making.

2019

**69.** A study conducted five years after an agricultural credit program concludes to measure shifts in poverty levels is an example of:
(A) Ex-post impact assessment
(B) Process monitoring
(C) Ex-ante impact assessment
(D) Context evaluation

2016

**70.** Operational differences between monitoring and evaluation dictate that:
(A) Monitoring answers the strategic question 'why' while evaluation answers the basic operational 'what'.
(B) Monitoring is strictly qualitative in nature; evaluation is exclusively quantitative in methodology.
(C) Monitoring answers 'what is happening', while evaluation answers 'why and how well it happened'.
(D) Monitoring requires rigorous statistical counterfactuals; evaluation does not utilize control groups.

2008

**71.** In the continuum of M&E, which process is most concerned with 'attribution' or 'causality'?
(A) Impact assessment
(B) Monitoring
(C) Process evaluation
(D) Meta-evaluation

2016

**72.** Evaluating the appropriateness of project objectives relative to the needs of the target group assesses which standard criterion?
(A) Efficiency
(B) Effectiveness
(C) Sustainability
(D) Relevance

2023

**73.** Which foundational theory views evaluation primarily as a tool for checking whether predetermined goals have been achieved?
(A) Goal-free evaluation theory
(B) Objective-oriented theory
(C) Naturalistic research paradigm
(D) Constructivist learning theory

2004

**74.** Which of the following is NOT an original Development Assistance Committee (DAC) evaluation criterion?
(A) Relevance
(B) Efficiency
(C) Profitability
(D) Sustainability

2003

**75.** In evaluation terminology, 'Efficiency' measures:
(A) Whether the predetermined project objectives were successfully achieved.
(B) The long-term, self-sustaining continuation of intervention benefits.
(C) The deep, fundamental, structural changes in rural community structures.
(D) How well operational inputs were converted into outputs economically.

2021

**76.** What is the logical sequence of applying the Development Assistance Committee (DAC) criteria throughout a project's lifecycle evaluation?
(A) Relevance → Efficiency → Effectiveness → Impact → Sustainability
(B) Impact → Relevance → Effectiveness → Efficiency → Sustainability
(C) Efficiency → Impact → Sustainability → Effectiveness → Relevance
(D) Relevance → Effectiveness → Impact → Sustainability → Efficiency

2022

**77.** Which objective of program evaluation focuses on improving ongoing activities?
(A) Retrospective external accountability
(B) Program improvement (formative)
(C) Academic knowledge generation
(D) Ex-post political justification

2010

**78.** A principle of evaluation is 'Impartiality'. This requires that:
(A) Evaluators must actively ignore negative findings to protect program field staff.
(B) The evaluation process is free from political bias and conflict of interest.
(C) Only internal and highly involved organizational staff evaluate the program.
(D) Evaluators side with and support the external funding agency unconditionally.

2016

**79.** The criterion of 'Effectiveness' is specifically concerned with:

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(B) relies only on sophisticated quantitative econometric metrics.
(C) excludes expert and scientific testimony entirely.
(D) is often confrontational, expensive, and highly time-consuming.

2014
**140.** In consumer-oriented evaluation of an extension tool (e.g., a mobile farming app), the evaluator acts akin to a:
(A) Consumer advocate or product tester
(B) Professional legal defense attorney
(C) Independent scientific peer reviewer
(D) External corporate financial auditor

2015
**141.** Stakeholder-based models often utilize participatory approaches because:
(A) It completely reduces the overall financial and operational cost to zero.
(B) It ensures the evaluation addresses diverse values of different groups.
(C) It completely removes any administrative need for formal report writing.
(D) It guarantees the collection of uniform and highly structured quantitative data.

2022
**142.** A consumer-oriented evaluator assessing a new seed variety would most likely focus on:
(A) The highly complex genetic sequencing laboratory procedures of scientists.
(B) The yield, taste, and marketability for the farmer and buyer.
(C) The internal human resource and employment policies of the seed company.
(D) The statistical significance of the randomized control trial design.

2021
**143.** Expertise-oriented models are sometimes criticized because:
(A) They can be subjective and biased by the expert's personal paradigms.
(B) They rely too heavily on raw statistical and econometric field data.
(C) They take decades of active observation to complete and publish.
(D) They involve far too many grassroots local community stakeholders.

2009
**144.** Which model deliberately assigns evaluators to argue explicitly for and against the continuation of an extension program?
(A) Expertise-oriented
(B) Consumer-oriented
(C) Adversary-oriented
(D) Tylerian objective-oriented

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2018
**145.** Naturalistic evaluation paradigms are grounded in which philosophical tradition?
(A) Positivism and empiricism
(B) Reductionism and physicalism
(C) Determinism and behaviorism
(D) Constructivism / Phenomenology

2013
**146.** Match the evaluation paradigm (List I) with its core feature (List II).
**List I :** (Evaluation Paradigm)
P. Goal-free
Q. Naturalistic
R. Principal-oriented
S. Objective-oriented
**List II :** (Core Feature)
1. Assesses actual effects without knowing stated aims
2. Evaluates based on pre-determined targets
3. Focuses on the priorities of the key decision-maker/sponsor
4. Uses qualitative methods in real-world settings
(A) P-2, Q-3, R-1, S-4
(B) P-1, Q-4, R-3, S-2
(C) P-3, Q-1, R-4, S-2
(D) P-4, Q-2, R-1, S-3

2024
**147.** Who is the primary proponent of Goal-Free Evaluation?
(A) Ralph Tyler
(B) Michael Scriven
(C) Robert Stake
(D) Egon Guba

2014
**148.** The primary rationale for Goal-Free Evaluation is to:
(A) Completely eliminate any technical or administrative need for field data collection.
(B) Make the evaluation process significantly faster and cheaper for funding donors.
(C) Assess and monitor localized agricultural programs that have no management team.
(D) Ensure evaluators are NOT blinded by program objectives.

2005

**233.** What is the defining characteristic of activities that lie on the Critical Path?
(A) They consume the most money.
(B) They have zero slack (or float).
(C) They can be delayed indefinitely without affecting the project end date.
(D) They require no human resources.

2005

**234.** In CPM, 'Slack' or 'Float' refers to:
(A) The overall amount of remaining financial budget and unallocated reserves.
(B) The total number of surplus or underutilized staff assigned to a task.
(C) The time an activity can be delayed without delaying the project.
(D) The physical time taken by the project manager to draw the network diagram.

2022

**235.** Which project management objective is a central focus of CPM but not explicitly handled by basic PERT?
(A) Calculating probabilities of completion times.
(B) Identifying events.
(C) Handling extreme time uncertainty.
(D) Managing time-cost trade-offs (crashing).

2007

**236.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Delaying any activity on the critical path will delay the overall project completion time.
**Reason (R) :** Activities on the critical path have maximum float, which must be consumed sequentially.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2013

**237.** 'Crashing' a project in CPM methodology involves:
(A) Permanently cancelling the entire development project completely due to failure.
(B) Reducing critical activity durations by adding costly resources.
(C) Manually removing all logical dummy activities in order to simplify the chart.
(D) Deliberately ignoring all non-critical project tasks and timelines completely.

2009

**238.** In a CPM network, the Earliest Start Time (EST) of an activity is determined by conducting a:
(A) Backward pass
(B) Forward pass
(C) Financial audit
(D) SWOT analysis

2011

**239.** To calculate the Latest Allowable Time (LAT) or Latest Finish Time (LFT) in CPM, you must perform a:
(A) Backward pass from the end node.
(B) Forward pass from the start node.
(C) Cost-benefit calculation.
(D) Resource leveling algorithm.

2001

**240.** An activity has an Earliest Start Time of 5 days, a duration of 3 days, and a Latest Finish Time of 10 days. What is its Total Float?
(A) 0 days
(B) 2 days
(C) 5 days
(D) 8 days

2011

**241.** In the context of agricultural extension, 'Impact' is formally conceptualized as:
(A) The volume of physical extension materials and inputs distributed to farmers.
(B) Short-term changes in farmer knowledge measured immediately post-training.
(C) The simple cumulative number of community field days held within a year.
(D) Broad, long-term socio-economic and environmental changes.

2025

**242.** Which key element fundamentally separates Impact Assessment from routine monitoring?
(A) The continuous, detailed measurement of initial project inputs.
(B) Conducting the evaluation study continuously and systematically every single day.
(C) Establishing causality and attribution.
(D) Relying exclusively and strictly on descriptive qualitative data.

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2006
**159.** Which set of standards is most commonly used globally as the criteria for meta-evaluation?
(A) The Joint Committee Standards
(B) International ISO 9001 standards
(C) Logical Framework Approach guidelines
(D) Standard PERT/CPM network calculations

2015
**160.** Formative meta-evaluation occurs:
(A) After the primary evaluation report has been published.
(B) Before the primary evaluation's design phase has begun.
(C) During the primary evaluation to improve its quality as it is being conducted.
(D) Only when evaluating qualitative or participatory research designs.

2002
**161.** Summative meta-evaluation is typically used to:
(A) Assist evaluators in selecting a statistically valid sample size mid-study.
(B) Rewrite the primary project's original long-term goals and objectives.
(C) Conduct baseline socio-economic surveys prior to project launch.
(D) Judge the merit of a completed evaluation.

2011
**162.** Evaluating whether a primary evaluation report was delivered on time and within budget falls under which Joint Committee standard?
(A) Utility
(B) Propriety
(C) Feasibility
(D) Accuracy

2008
**163.** Meta-evaluation ensures that the primary evaluation adhered to ethical guidelines. This aligns with the criterion of:
(A) Accuracy
(B) Propriety
(C) Utility
(D) Feasibility

2005
**164.** If a meta-evaluator finds that the primary evaluation used flawed statistical tests leading to wrong conclusions, the evaluation failed the standard of:
(A) Utility
(B) Propriety
(C) Feasibility
(D) Accuracy

2022
**165.** Who typically conducts a rigorous summative meta-evaluation?
(A) An independent, external evaluator or audit team.
(B) The same evaluator who did the primary evaluation.
(C) The project beneficiaries.
(D) The field-level extension agents.

2011
**166.** A meta-evaluation might ask: "Did the evaluation report actually answer the questions the stakeholders needed answering?" This tests:
(A) Propriety
(B) Accuracy
(C) Utility
(D) Feasibility

2009
**167.** Identify a major challenge in conducting meta-evaluations.
(A) It can be perceived as threatening by the primary evaluators.
(B) There are no established professional standards or criteria to guide the process.
(C) It is banned by major international donor organizations.
(D) It requires using completely different data collection methods than the primary study.

NODIA

2022
**168.** Meta-evaluation can be applied to:
(A) Quantitative evaluations that utilize experimental designs.
(B) Summative external evaluations commissioned by donor agencies.
(C) Mid-term and end-of-project internal reviews.
(D) Any evaluation type, including formative, summative, quantitative, and qualitative designs.

2021
**169.** Claude Bennett's hierarchy provides a framework for evaluating extension programs. How many sequential levels does it contain?
(A) Four
(B) Five
(C) Six
(D) Seven

2022
**170.** What is the foundational (first) level of Bennett's hierarchy of evaluation?
(A) Activities

(B) People involvement
(C) Inputs
(D) Reactions

2007
**171.** According to Bennett, which level follows 'Inputs'?
(A) KASA changes
(B) End results
(C) Practice change
(D) Activities

2017
**172.** In Bennett's hierarchy, 'KASA' stands for changes in:
(A) Knowledge, Attitudes, Skills, and Aspirations
(B) Kinematics, Actions, Strategies, and Assessments
(C) Knowledge, Actions, Systems, and Applications
(D) Key Attitudes, Social metrics, and Aspirations

2012
**173.** At which level of Bennett's hierarchy does an evaluator measure the number of farmers who attended a field day?
(A) Level 1: Inputs
(B) Level 3: People involvement
(C) Level 5: KASA changes
(D) Level 7: End results

2016
**174.** Practice and Behavior Change (Level 6) in Bennett's hierarchy occurs immediately after:
(A) People involvement
(B) KASA changes
(C) Inputs
(D) End results

2007
**175.** The ultimate level (Level 7) in Bennett's hierarchy represents:
(A) End results and impact.
(B) Practice and behavior change.
(C) Intermediate KASA changes.
(D) Extension agent activities.

2024
**176.** Which statement accurately describes the progression in Bennett's hierarchy?
(A) Moving up the hierarchy makes evaluation easier and less expensive.
(B) The levels are independent and can be measured in any sequence.
(C) Evidence of program impact becomes stronger but more difficult to measure as you move up.
(D) End results must be documented before program inputs are allocated.

2023
**177.** Evaluating farmers' satisfaction with an extension publication maps to which level of Bennett's hierarchy?
(A) Level 4: Reactions
(B) Level 2: Activities
(C) Level 6: Practice change
(D) Level 7: End results

2015
**178.** If an evaluation finds that farmers now know how to calibrate a sprayer but haven't started doing it yet, the program has reached up to which level?
(A) Reactions
(B) Practice change
(C) KASA changes
(D) End results

2015
**179.** Evaluating the amount of money and staff time spent on an extension program is an assessment at which level of Bennett's model?
(A) Activities
(B) Inputs
(C) People involvement
(D) End results

2021
**180.** Bennett's hierarchy is particularly popular in agricultural extension because it:
(A) Focuses primarily on randomized controlled field trials.
(B) Simplifies evaluation by eliminating the need for indicators.
(C) Evaluates only the financial efficiency of the extension agents.
(D) Links program activities to sequential short-term and long-term outcomes.

2012
**181.** Donald Kirkpatrick's evaluation model was originally designed primarily for evaluating:
(A) Training and educational programs
(B) National economic policies
(C) Agricultural machinery efficiency
(D) Software development cycles

2017
**182.** How many levels comprise Kirkpatrick's evaluation model?

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(A) Three
(B) Four
(C) Five
(D) Seven

2006

**183.** Level 1 of Kirkpatrick's model measures:
(A) Reaction
(B) Learning
(C) Behavior
(D) Results

2012

**184.** In Kirkpatrick's model, 'Learning' (Level 2) is assessed by determining:
(A) The participants' satisfaction with the training venue and delivery.
(B) The long-term operational profitability of the trainee's farm.
(C) The structural changes within the extension organization.
(D) The increase in knowledge, skills, or attitude as a result of the training.

2001

**185.** Level 3 in Kirkpatrick's model measures 'Behavior'. This is equivalent to which level in Bennett's hierarchy?
(A) KASA changes
(B) Practice change
(C) People involvement
(D) Inputs

2009

**186.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** It is generally easier to measure Kirkpatrick's Level 1 (Reaction) than Level 4 (Results).
**Reason (R) :** Reaction can be captured immediately post-training, whereas Results require tracking complex, long-term organizational or field changes.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2009

**187.** Which tool is most commonly used to measure Kirkpatrick's Level 1 (Reaction)?
(A) Long-term econometric modeling.
(B) Ex-post impact surveys conducted several years later.
(C) Standardized pre- and post-intervention tests.
(D) Immediate post-training feedback forms.

2008

**188.** To measure Level 2 (Learning) effectively, an evaluator should ideally use:
(A) Pre-tests and post-tests of knowledge or skills.
(B) Economic cost-benefit analysis of the program.
(C) Participant registration and attendance records.
(D) Qualitative focus groups evaluating the trainer's performance.

2024

**189.** A key challenge in evaluating Level 3 (Behavior) is that:
(A) Behavioral changes cannot be observed or recorded in agricultural settings.
(B) Trainees may face external barriers that prevent them from applying what they learned.
(C) It requires an audit of the training program's line-item operating budget.
(D) It can only be measured on the final day of the educational program.

2006

**190.** Level 4 (Results) in an agricultural extension context would most likely measure:
(A) The satisfaction level of participants with the extension workshop.
(B) District-wide or community-wide increases in crop yields and farmer income.
(C) The final scores achieved by participants on a knowledge test.
(D) The self-reported intention of participants to adopt a new practice.

NODIA

2025

**191.** If an evaluation skips Level 2 (Learning) and finds no change in Level 3 (Behavior), the evaluator cannot determine:
(A) If failure was due to lack of learning or lack of application.
(B) Whether the selected target participants actually attended the training sessions.
(C) The exact overall financial and resource cost of the training program.
(D) The initial subjective reaction and satisfaction levels of the participants.

(C) A scatter plot point
(D) A vertical column

2004

**212.** A major limitation of standard Gantt charts, which led to the development of network diagrams (like PERT/CPM), is that Gantt charts:
(A) Cannot display project time periods in weeks or months.
(B) Cannot be modified once they are initially drawn.
(C) Are too complex for non-technical stakeholders to understand.
(D) Do not show task interdependencies clearly.

2008

**213.** If an extension manager needs to devise a strategy that uses internal strengths to avoid external threats, they are engaging in which type of SWOT strategy?
(A) SO (Maxi-Maxi)
(B) WO (Mini-Maxi)
(C) ST (Maxi-Mini)
(D) WT (Mini-Mini)

2023

**214.** Which factor in a SWOT analysis is considered 'Internal' to the program or organization?
(A) Changing climate patterns
(B) National economic inflation
(C) Inadequate project budget
(D) Global market prices for crops

2006

**215.** A Gantt chart is most actively used during which phase of an extension program?
(A) Implementation
(B) Rigorous ex-post impact assessment
(C) Strategic context evaluation
(D) Goal-free outcome discovery

2010

**216.** Consider the following statements regarding Gantt charts:
I. They are excellent for showing overlapping activities.
II. They calculate the critical path mathematically.
III. They map activities against calendar dates.
IV. They are simpler to create than PERT networks.
Which of the statement(s) given above is/are correct?
(A) I, III and IV
(B) II, III and IV
(C) I, II and IV
(D) I, II and III

2025

**217.** PERT stands for:
(A) Project Evaluation and Resource Tracking System
(B) Programme Evaluation and Review Technique
(C) Performance Estimation and Reporting Tool Software
(D) Project Execution and Review Timeline Database

2006

**218.** Fundamentally, PERT is described as an _____-oriented network technique.
(A) Activity
(B) Output
(C) Event
(D) Cost

2025

**219.** Because task durations in research and development projects are often uncertain, PERT uses a _____ approach to time estimation.
(A) Deterministic
(B) Heuristic
(C) Goal-free
(D) Probabilistic

2008

**220.** How many time estimates does PERT require for each activity to calculate the expected duration?
(A) One
(B) Two
(C) Three
(D) Four

2012

**221.** The three time estimates used in PERT are:
(A) Historical past, current present, and anticipated future
(B) Optimistic, likely, pessimistic
(C) Short-term duration, medium-term duration, and long-term duration
(D) Absolute minimum, statistical average, and absolute maximum

2018

**222.** The formula to calculate the Expected Time ($t_e$) in PERT, where $t_o$ is optimistic, $t_m$ is most likely, and $t_p$ is pessimistic, is:
(A) $t_e = \frac{t_o + t_m + t_p}{3}$
(B) $t_e = \frac{t_o + 4t_m + t_p}{6}$

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2002

**201.** "Increased regional food security" would be correctly classified in the Logic Model as an:
(A) Input
(B) Impact
(C) Output
(D) Activity

2007

**202.** The Logic Model is highly beneficial during the planning phase because it:
(A) Eliminate the need for a financial budget.
(B) Guarantees the success of the planned intervention.
(C) Builds a shared stakeholder understanding of program theory.
(D) Automatically generates all survey instruments.

2014

**203.** Which component of the Logic Model bridges the gap between what the program does (Activities) and the changes it aims to achieve (Outcomes)?
(A) Impacts
(B) Contexts
(C) Inputs
(D) Outputs

2016

**204.** External factors in a Logic Model refer to:
(A) Variables outside the program's control.
(B) The internal staff dynamics and team cohesion within the project.
(C) The outputs produced directly by the program's planned activities.
(D) The planned overall budget allocated by the external donor agency.

2005

**205.** SWOT analysis is a strategic planning tool used to evaluate:
(A) Systems, Weaknesses, Operations, and specific Tactics.
(B) Strengths, Weaknesses, Opportunities, and Threats.
(C) Strategies, Workplans, detailed Outputs, and Targets.
(D) Sustainability, programmatic Worth, Objectives, and Timelines.

2019

**206.** Consider the following statements regarding SWOT analysis components:

I. Strengths are internal factors advantageous to the organization.
II. Threats are internal vulnerabilities of the project team.
III. Opportunities are external factors the project could exploit.

Which of the statement(s) given above is/are correct?
(A) I and II
(B) I and III
(C) II and III
(D) I, II and III

2002

**207.** In an extension organization's SWOT analysis, "a highly motivated and well-trained staff" is classified as a:
(A) Strength
(B) Weakness
(C) Opportunity
(D) Threat

2025

**208.** "A new government subsidy for agricultural technology" would appear in an extension agency's SWOT matrix as an:
(A) Internal organizational strength
(B) External environmental threat
(C) External opportunity
(D) Internal organizational weakness

2023

**209.** What is the primary purpose of a Gantt Chart in program management?
(A) To calculate the statistical variance of project impacts.
(B) To analyze socio-cultural threats to an intervention.
(C) To represent hierarchical relationships between objectives.
(D) To schedule and track program activities against a timeline.

2017

**210.** In a Gantt chart, the vertical axis typically lists the _____, while the horizontal axis represents _____.
(A) Project budget allocation; Assigned personnel
(B) Short-term objectives; Verifiable indicators
(C) Tasks; Time
(D) Resource inputs; Broad systemic outcomes

2021

**211.** Which visual element is used in a Gantt chart to denote the duration of a task?
(A) A pie slice
(B) A horizontal bar

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2025

**192.** Which of the following best differentiates Kirkpatrick's model from Stufflebeam's CIPP model?

(A) Kirkpatrick is limited to financial evaluations, whereas CIPP is used for agricultural programs.

(B) Kirkpatrick is a goal-free evaluation model, whereas CIPP is strictly objectives-oriented.

(C) Kirkpatrick focuses on individual training outcomes, while CIPP evaluates the entire program lifecycle.

(D) Kirkpatrick assesses only initial inputs, while CIPP focuses solely on final product impacts.

2011

**193.** The standard Logic Model used in program evaluation visually links:

(A) Strengths, Weaknesses, Opportunities, and Threats.

(B) Context, Input, Process, and Product.

(C) Planning, Organizing, Staffing, Directing, and Controlling.

(D) Inputs, Activities, Outputs, Outcomes, and Impacts.

2001

**194.** In the Logic Model, 'Outputs' represent:

(A) The financial, human, and physical resources invested in the program.

(B) The long-term, widespread socio-economic and societal changes.

(C) Tangible products or services delivered.

(D) The underlying assumptions and risks holding the project together.

2016

**195.** What distinguishes an 'Outcome' from an 'Impact' in the Logic Model?

(A) Outcomes are long-term systemic societal changes, while impacts are immediate program deliverables.

(B) Outcomes are typically short- to medium-term changes in behavior or conditions, while impacts are long-term systemic changes.

(C) Outcomes refer to internal administrative milestones, while impacts refer to external financial audits.

(D) Outcomes and impacts are synonymous and used interchangeably in the logic model.

2006

**196.** Match the Logic Model components in List I with their corresponding examples in List II:

**List I :** (Logic Model Component)

P. Input
Q. Activity
R. Output
S. Outcome

**List II :** (Example)

1. Conducting a 3-day workshop
2. $50,000 funding and 3 extension staff
3. Farmers adopt the new irrigation technique
4. 50 farmers trained and 50 manuals distributed

(A) P-2, Q-1, R-4, S-3

(B) P-1, Q-2, R-3, S-4

(C) P-2, Q-4, R-1, S-3

(D) P-3, Q-1, R-2, S-4

2024

**197.** Which of the following is considered an 'Input' in a Logic Model for an extension program?

(A) Agents' time and expertise.

(B) The total number of soil tests successfully conducted.

(C) Significantly improved soil health and crop fertility.

(D) Visibly increased long-term community wealth and resources.

2013

**198.** Short-term outcomes in the Logic Model are most comparable to which level of Bennett's Hierarchy?

(A) Level 1: Inputs

(B) Level 2: Activities

(C) Level 5: KASA changes

(D) Level 7: End results

2013

**199.** The arrows connecting the components in a visual Logic Model primarily represent:

(A) Causal linkages (if-then relationships).

(B) The hierarchical chain of command in the agency.

(C) The flow of monetary funds.

(D) Geographical movement of staff.

2022

**200.** A critical weakness of a poorly constructed Logic Model is that it may:

(A) Require advanced mathematical software to design.

(B) Overlook the need for any program resources or staff.

(C) Prevent the use of quantitative data collection methods.

(D) Assume linear causation without accounting for complex external factors.

NODIA

(C) $t_e = \frac{t_o + 2t_m + t_p}{4}$

(D) $t_e = \frac{4t_o + t_m + 4t_p}{6}$

2003

**223.** In a PERT network diagram, 'Events' (nodes) represent:
(A) The start or completion of activities.
(B) The ongoing, continuous execution of a project task.
(C) The total physical and human resources required for work.
(D) The overall financial and monetary cost of a project task.

2014

**224.** Which type of project is most suitable for utilizing the PERT technique?
(A) Routine, highly repetitive, and standardized construction work.
(B) Standard daily office administration and routine clerical operations.
(C) Heavily standardized and automated mass manufacturing processes.
(D) A novel, complex research project with uncertain timelines.

2009

**225.** In PERT, 'variance' of an activity's duration is calculated to help assess:
(A) The overall total financial and resource cost of the project.
(B) The exact number of specialized staff and personnel required.
(C) The operational quality and standards of the final product.
(D) The probability of timely project completion.

2001

**226.** Consider the following statements regarding the Program Evaluation and Review Technique (PERT):
I. It is primarily event-oriented.
II. It uses a single deterministic time estimate.
III. It assumes beta probability distribution for activity times.
IV. It is best suited for non-repetitive projects.
V. It was originally developed for the Polaris missile project.
Which of the statement(s) given above is/are correct?
(A) I, III, IV and V
(B) II, III, IV and V
(C) I, II, IV and V
(D) I, II, III and IV

2003

**227.** A 'dummy activity' in a PERT network diagram:
(A) Consumes a significant amount of project time but absolutely no physical resources.
(B) Consumes neither time nor resources, indicating logical precedence.
(C) Consumes substantial physical and financial resources but absolutely no project time.
(D) Represents a failed or terminated task that must be completely redone from scratch.

2021

**228.** In PERT, the difference between the pessimistic time and optimistic time relates directly to the activity's:
(A) Expected project profitability
(B) Practical programmatic relevance
(C) Long-term operational sustainability
(D) Project activity uncertainty

2022

**229.** CPM stands for:
(A) Critical Path Method
(B) Continuous Process Management
(C) Critical Performance Measurement
(D) Complex Project Matrix

2005

**230.** Unlike PERT, CPM is primarily considered an _____-oriented technique.
(A) Event
(B) Objective
(C) Activity
(D) Impact

2012

**231.** CPM utilizes a _____ approach for estimating activity times.
(A) Deterministic
(B) Probabilistic approach
(C) Strictly random estimation
(D) Subjective qualitative guess

2012

**232.** The 'Critical Path' in a CPM network is defined as:
(A) The absolute shortest possible path of activities through the entire network.
(B) The specific sequence of activities containing the cheapest resource options.
(C) The non-critical path that contains the highest number of dummy activities.
(D) The longest sequence of activities determining project duration.

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2011

**149.** In Naturalistic Evaluation, the evaluator typically relies on:
(A) Qualitative observations, interviews, and document analysis.
(B) Standardized and controlled laboratory testing procedures.
(C) Pre- and post-test quantitative participant questionnaires.
(D) Sophisticated econometric and macroeconomic modeling systems.

2011

**150.** A key tenet of the Naturalistic paradigm is that reality is:
(A) Single, objective, predictable, and measurable.
(B) Completely irrelevant to program evaluation.
(C) Multiple, socially constructed, and context-dependent.
(D) Determined solely and strictly by economic factors.

2003

**151.** Which paradigm emphasizes discovering all outcomes (intended and unintended) by observing the actual effects of a program on clients?
(A) Goal-free
(B) Tylerian
(C) Participant-oriented
(D) PERT-CPM approach

2018

**152.** In a Goal-Free Evaluation, the evaluator:
(A) Review the project's logic model prior to field visits.
(B) Focuses on evaluating management's internal operational performance.
(C) Restricts the evaluation to the physical inputs and implementation processes.
(D) Is deliberately kept ignorant of the program's stated goals.

2017

**153.** A Naturalistic evaluator emphasizes:
(A) Controlling variables in laboratory environments to establish linear causality.
(B) Understanding the program in its complex, real-world context.
(C) Utilizing randomized control trials for quantitative analysis.
(D) Minimizing interaction and engagement with active program participants.

2005

**154.** What is a common criticism of Goal-Free Evaluation?
(A) It fails to identify any unintended or secondary consequences.
(B) It relies heavily on complex mathematical and statistical forecasting.
(C) It may fail to answer specific questions of concern to program funders.
(D) It requires the evaluator to have expert-level knowledge of all agricultural disciplines.

2003

**155.** The Principal-oriented evaluation paradigm fundamentally aligns the evaluation to serve:
(A) The social development needs of the most marginalized program beneficiary.
(B) The research and theoretical interests of the external academic community.
(C) The long-term preservation and health of the local natural environment.
(D) The specific funder or executive commissioning the evaluation.

2010

**156.** An evaluator using a Naturalistic approach would most likely produce a report that features:
(A) Thick description and narrative case studies.
(B) P-values and statistical significance charts.
(C) A single binary "pass/fail" judgment.
(D) A strict mathematical cost-benefit ratio.

NODIA

2021

**157.** Meta-evaluation is most accurately defined as:
(A) The systematic appraisal of an individual employee's personal performance.
(B) The systematic evaluation of an evaluation.
(C) The technical analysis and evaluation of a program's electronic meta-data.
(D) The overarching structural evaluation of complex national agricultural policy.

2012

**158.** The primary purpose of conducting a meta-evaluation is to:
(A) Justify a budget increase for the primary project.
(B) Ensure the primary evaluation is of high quality, valid, and reliable.
(C) Replace the primary evaluation findings with new baseline data.
(D) Restructure the program's management and field staff.

2021
**243.** The 'Counterfactual' in impact assessment represents:
(A) The observed empirical reality of what actually occurred as a direct result of the project.
(B) What would have occurred to beneficiaries without the intervention.
(C) The comprehensive factual baseline data gathered prior to any project activities starting.
(D) The organized operational opposition encountered from local community adversaries.

2015
**244.** Ex-ante impact assessment is conducted:
(A) Periodically during active project implementation to monitor daily tasks.
(B) Several years after the agricultural project has been completely finished.
(C) Exclusively during critical periods when a project is visibly failing.
(D) Before implementation, to predict impacts.

2004
**245.** The primary purpose of ex-post impact assessment is to:
(A) Document actual impacts achieved post-completion.
(B) Predict future hypothetical development scenarios for long-term donor funding.
(C) Identify and resolve daily operational and administrative bottlenecks.
(D) Formulate and pilot-test the initial baseline survey instrument.

2019
**246.** Match the impact assessment concepts in List I with their corresponding definitions in List II:
**List I :** (Impact Assessment Concept)
P. Ex-ante
Q. Ex-post
R. Attribution
S. Counterfactual
**List II :** (Definition)
1. Linking observed impacts strictly to the project
2. Assessment conducted prior to intervention
3. What would have occurred without the project
4. Assessment conducted after the intervention
(A) P-2, Q-4, R-1, S-3
(B) P-4, Q-2, R-3, S-1
(C) P-2, Q-1, R-4, S-3
(D) P-3, Q-4, R-2, S-1

2009
**247.** Defining rigorous impact criteria requires ensuring the indicators are:
(A) Sensitive enough to capture project-induced changes.
(B) Broad enough to apply to any national social development program.
(C) Restricted to internal administrative processes.
(D) Subjective and independent of empirical verification.

2005
**248.** A robust ex-post impact assessment usually requires which type of data?
(A) Only historical baseline data collected before the project.
(B) Only final endline data collected immediately at project closure.
(C) Only internal financial and operational expenditure audit reports.
(D) Baseline and endline data with a control group.

2014
**249.** Which of the following is an example of an economic impact indicator?
(A) Changes in community cohesion.
(B) Increase in average household net income.
(C) Adoption rate of a new plowing technique.
(D) Improvements in groundwater quality.

2018
**250.** Ex-ante assessment relies heavily on:
(A) Collective community historical memory.
(B) Comprehensive ex-post surveys.
(C) Modeling and forecasting.
(D) The final external accounting audit.

2018
**251.** The "attribution problem" in impact assessment refers to the difficulty of:
(A) Gathering a sufficiently large financial budget to conduct the study.
(B) Formally naming and listing the individual authors of the report.
(C) Successfully distributing the final published report to stakeholders.
(D) Proving observed changes were caused by the project.

2006
**252.** A significant rise in crop prices occurs nationally during an extension project aimed at increasing

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agricultural technologies. Extension planners must carefully tailor educational materials and communication methods to respect and align with these local socio-cultural norms, avoiding paternalistic approaches that impose incompatible practices.

**18.** (C) Principle of dictatorial enforcement
Agricultural extension is fundamentally an educational and democratic process. Its core principles emphasize voluntary participation, democratic operation, utilization of local leadership, and continuous evaluation of progress. Dictatorial enforcement is completely contrary to this philosophy, as forcing compliance or imposing rigid directives top-down violates the cooperative nature required for sustainable behavioral change and local community empowerment.

**19.** (B) Principle of grassroots involvement
Actively incorporating representatives from all socioeconomic strata of a community demonstrates the principle of grassroots involvement. This democratic approach ensures that the interests of marginalized or smallholder farmers, not just elite landowners, are reflected in the program objectives. Inclusive participation fosters local ownership, enhances social equity, and improves the overall relevance of the extension activities.

**20.** (D) Analysis of the factual situation
A complete analysis of the factual situation requires identifying both the problems of the community and the resources available to resolve them. Failing to inventory local physical, human, and institutional assets before implementation violates this prerequisite, leading to unfeasible plans, mismatched strategies, and eventual project failure due to operational resource shortages in the field.

**21.** (A) Educational nature of the process
The central defining aspect of agricultural extension planning is its inherently educational nature. Rather than imposing technology by force, extension planning aims to change human behavior by teaching new skills, imparting knowledge, and altering attitudes. This educational focus requires systematic, participative planning that guides farmers toward self-directed problem-solving and sustainable agricultural development.

**22.** (C) Attainable and clearly defined
In accordance with professional planning principles, program objectives must be attainable, realistic, and clearly defined. Setting broad, unmeasurable, or impossible goals makes systematic evaluation impossible and frustrates both extension agents and farmers. Well-defined, achievable objectives specify the targeted behavioral or physical changes, providing a clear roadmap for project monitoring and impact assessment.

NODIA

**23.** (A) Understanding the current situation
A baseline analysis is a fundamental requirement designed to establish an objective understanding of the current situation before any extension intervention begins. This factual baseline documents existing agricultural yields, socio-economic conditions, and local practices. It serves as the benchmark against which future progress, outputs, and long-term developmental impacts can be systematically measured during project evaluation.

**24.** (D) It ensures local cultural relevance and increases community acceptance.
Utilizing local leaders in program planning serves as an effective mechanism to bridge the gap between extension agents and the community. This involvement ensures that planned interventions align with local cultural norms and values. Consequently, it increases community acceptance, fosters trust, overcomes initial skepticism, and enhances the sustainable adoption of modern agricultural practices among farmers.

**25.** (B) Collection of facts and analysis of the situation.
The planning cycle for agricultural extension begins with the systematic collection of facts and a comprehensive analysis of the existing situation. This initial phase involves gathering demographic, agricultural, and economic data from the target region. Understanding these baseline realities is essential to identify genuine local problems, formulate relevant objectives, and design appropriate educational interventions.

**26.** (B) I, III, II, IV, V
The logical sequence of extension planning requires first collecting factual situation data, which reveals specific local gaps. These gaps are analyzed to identify the core problems.

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2006

**262.** Predicting social impacts (Stage 3 of SIA) relies heavily on:
(A) Subjective guesswork and speculation by external evaluators.
(B) Comprehensive ex-post surveys conducted ten years later.
(C) Comparing baseline profile with proposed changes.
(D) The mathematical application of the PERT expected time formula.

2006

**263.** SIA methodologies heavily favor which type of data collection to capture complex social dynamics?
(A) Participatory appraisal and focus groups.
(B) High-resolution satellite telematics mapping.
(C) Randomized double-blind clinical research trials.
(D) Fully automated financial and cost algorithms.

2016

**264.** An SIA for a new agricultural extension policy concludes that it will severely disadvantage female-headed households. The most appropriate immediate next step in the SIA process is to:
(A) Immediately publish the final report and completely ignore the finding.
(B) Permanently terminate the ongoing SIA evaluation process completely.
(C) Proceed directly with the proposed policy without making any changes.
(D) Formulate mitigation strategies or alternatives.

2011

**265.** A Theory of Change (ToC) is best described as:
(A) A highly rigid and inflexible financial budgeting and accounting tool.
(B) A comprehensive description of how and why change is expected to occur.
(C) A highly specific statistical and econometric method for calculating attribution.
(D) A descriptive historical review documenting major past agricultural revolutions.

2015

**266.** How does a Theory of Change typically differ from a standard Logical Framework (LFA)?
(A) ToC is structured as a rigid 4x4 matrix, whereas LFA is formatted as a long narrative essay.
(B) ToC completely ignores external operating context, whereas LFA fully integrates and models it.
(C) ToC maps complex causal pathways and assumptions; LFA is typically more linear.
(D) ToC is restricted to quantitative designs, whereas LFA is strictly used for qualitative ones.

2022

**267.** In ToC methodology, 'Preconditions' refer to:
(A) The formal legal and regulatory requirements needed to officially start the project.
(B) The detailed historical financial baseline and balance sheet of the organization.
(C) The socio-demographic and educational characteristics of the external evaluation team.
(D) Outcomes that must occur before subsequent outcomes can happen.

2013

**268.** Articulating impact mechanisms in a ToC primarily answers the question:
(A) By what causal process does A lead to B?
(B) How much did the intervention cost?
(C) Who is funding the intervention?
(D) When will the baseline survey be conducted?

2005

**269.** A visual representation of a ToC, showing the causal linkages between preconditions and the ultimate goal, is often called a:
(A) Standard Gantt progress chart
(B) Pathway of change
(C) Probabilistic PERT network
(D) Strategic SWOT matrix

2025

**270.** Developing a ToC usually begins by identifying:
(A) The total available financial and resource budget.
(B) The ultimate long-term goal.
(C) The specific daily and weekly activities to be done.
(D) The exact number of operational staff to officially hire.

2008

**271.** ToC emphasizes 'Backwards Mapping'. This means:
(A) Working backward from the long-term goal to identify preconditions.
(B) Retrospectively evaluating the development project only after it completely finishes.
(C) Analyzing historical statistical data exclusively to predict future program outcomes.

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evaluation.

2012

**290.** What is the fundamental unit of data collection in the MSC approach?
(A) Statistically calculated propensity scores
(B) Standard statistical significance P-values
(C) Stories of change
(D) Scientific physical soil sample measurements

2004

**291.** MSC is sometimes referred to as 'monitoring without _____'.
(A) People
(B) Indicators
(C) Reports
(D) Funding

2002

**292.** In the MSC methodology, who typically decides which stories represent the "most significant" changes?
(A) A sophisticated and fully automated external computer algorithm.
(B) Exclusively the primary external project donors and funders.
(C) The individual participating program farmer working alone.
(D) Panels of stakeholders through systematic selection.

2023

**293.** Case studies in impact assessment are particularly useful for answering questions related to:
(A) How and why an impact occurred in a specific real-world context.
(B) The statistical generalizability of the intervention across a whole nation.
(C) The exact causal probability to two decimal places.
(D) The average treatment effect across 10,000 households.

2005

**294.** A participatory impact assessment tool designed to help communities map their local resources and visualize changes is the:
(A) Quantitative Difference-in-Differences evaluation matrix
(B) Sophisticated statistical counterfactual regression model
(C) PRA Resource Map
(D) Project scheduling Gantt Chart timeline

2004

**295.** Which of the following is a primary strength of qualitative impact assessment methodologies like MSC?
(A) They uncover unexpected impacts and capture complex social dynamics.
(B) They provide highly precise, verified numerical and statistical attribution parameters.
(C) They are completely and absolutely immune to any form of subjective evaluator bias.
(D) They require absolutely no direct personal or social human interaction to conduct.

2025

**296.** When employing case study methodology in evaluation, the evaluator typically relies on:
(A) A single, standardized survey question administered to over 1,000 people.
(B) Multiple strictly randomized control and experimental comparison groups.
(C) Sophisticated, strictly ex-ante macroeconomic and econometric forecasting models.
(D) Multiple sources of evidence for triangulation.

2004

**297.** In MSC, the structured dialogue and debate among stakeholders over which stories to select serve primarily to:
(A) Purposely delay and stall the final evaluation report delivery.
(B) Discover shared values and definitions of success.
(C) Systematically exclude all marginalized and vulnerable local voices.
(D) Mathematically prove the high statistical validity of the intervention.

2024

**298.** Participatory assessment tools like wealth ranking or historical timelines are utilized to ensure that the evaluation:
(A) Focuses almost solely on the internal management team's operational priorities.
(B) Fully complies with highly rigorous and complex academic econometric theorems.
(C) Centers the knowledge and empowerment of the local community.
(D) Completely avoids and eliminates all subjective personal opinions from the study.

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2002

**299.** A weakness often attributed to qualitative techniques like MSC or case studies by traditional economists is:

2015
**280.** A critical assumption required for the DiD method to be valid is the:
(A) Standard goal-free evaluation assumption.
(B) Complete random assignment assumption.
(C) Theoretical perfect knowledge assumption.
(D) Parallel trends assumption.

2011
**281.** Propensity Score Matching (PSM) addresses selection bias by:
(A) Randomly and systematically forcing all local people into designated treatment groups.
(B) Matching treated and non-treated units with similar characteristics.
(C) Mathematically calculating the difference between baseline and endline for a single group.
(D) Utilizing highly unstructured qualitative focus groups to match subjective personal opinions.

2016
**282.** The 'Propensity Score' in PSM represents:
(A) The overall final agricultural and crop yield recorded at the end of the season.
(B) The final numerical grade a farmer receives on a standardized knowledge and capability test.
(C) Probability of treatment assignment based on observed covariates.
(D) The exact operational development budget allocated and spent per active participant.

2019
**283.** An RCT cannot be used if:
(A) The statistical target population sample size is extremely massive.
(B) The project evaluators strictly want to measure long-term macro-economic impact.
(C) The agricultural intervention actively operates across multiple separate villages.
(D) It is unethical or impossible to randomly deny the intervention.

2015
**284.** Which quantitative method is most appropriate when an extension program has already been implemented, selection was not random, but rich baseline and endline data exist for both participants and non-participants?
(A) Difference-in-Differences (DiD)
(B) Randomized Control Trial (RCT) methodology
(C) Goal-Free evaluation paradigm
(D) Standard PERT network analysis

2021
**285.** In PSM, after matching treatment and control units based on their propensity scores, the impact is estimated by:
(A) Arithmetically adding all of their individual outcome variables together.
(B) Comparing average outcomes of matched groups.
(C) Mathematically multiplying the propensity scores by the overall project budget.
(D) Conducting a standard descriptive thematic narrative and qualitative analysis.

2008
**286.** A limitation of Propensity Score Matching is that it can only control for:
(A) Observable characteristics, leaving hidden bias from unobservable variables.
(B) Completely unknown and unpredictable future environmental and policy variables.
(C) Minor external variables that have absolutely no impact on the project outcome.
(D) The final project financial budget and operational resource allocations.

2004
**287.** Which quantitative design fundamentally requires two points in time (baseline and endline) and two groups (treatment and comparison) to calculate the "difference of the differences"?
(A) DiD
(B) PSM
(C) Cross-sectional survey
(D) LFA

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2002
**288.** If an RCT is flawlessly executed, the difference in average outcomes between the treatment and control groups represents the:
(A) Propensity score parameter.
(B) Confounding error variance.
(C) Average Treatment Effect.
(D) Selection bias error.

2018
**289.** The Most Significant Change (MSC) technique is a form of:
(A) Sophisticated quantitative mathematical modeling and econometric regression.
(B) Comprehensive ex-post economic cost-benefit and resource analysis.
(C) Mathematical Critical Path method and network scheduling calculation.
(D) Participatory, qualitative monitoring and

farmer incomes. An impact assessment must account for this price rise as a/an:
(A) Confounding factor
(B) Internal input
(C) Project output
(D) Direct project attribution

2010
**253.** Social Impact Assessment (SIA) primarily focuses on evaluating the:
(A) The short-term financial profitability of a large corporate farm.
(B) Social consequences of planned interventions.
(C) The biological yield and performance of a new seed strain.
(D) The geographical efficiency of extension agent travel routes.

2013
**254.** Which of the following is typically a socio-economic variable measured in an SIA?
(A) Variations in soil pH levels and chemical composition.
(B) Changes in employment and community structures.
(C) Average fuel efficiency ratings of farm tractors.
(D) Atmospheric carbon dioxide concentrations in the area.

2015
**255.** The concept of SIA became institutionalized globally largely in association with:
(A) Environmental Impact Assessments (EIA).
(B) Strict national corporate accounting standards.
(C) The initial development of complex PERT networks.
(D) The early formulation of Tylerian evaluation models.

2025
**256.** Arrange the following core stages of a Social Impact Assessment (SIA) in the correct sequential order:
I. Scoping and profiling
II. Formulating mitigation measures
III. Predicting social impacts
IV. Monitoring and management
Which of the following sequences is correct?
(A) I, III, II, IV
(B) III, I, II, IV
(C) I, II, III, IV
(D) II, I, III, IV

2021
**257.** 'Scoping' in an SIA serves to:
(A) Mathematically finalize the exact calculation of project impact.
(B) Provide immediate and direct financial compensation to farmers.
(C) Routinely monitor and track the project post-completion.
(D) Identify social issues and affected populations.

2009
**258.** Agricultural dam project displaces 500 farming families. The assessment of how this affects their cultural identity and social networks is a core component of:
(A) Financial auditing
(B) Product evaluation (CIPP) (C) Social Impact Assessment (SIA)
(D) Difference-in-Differences calculation

2005
**259.** Mitigation in the context of SIA involves:
(A) Ignoring potential negative programmatic impacts.
(B) Developing strategies to minimize or avoid adverse social impacts.
(C) Increasing the scale of the physical project intervention.
(D) Delaying implementation until public consensus is reached.

2013
**260.** Which group is critical to include in the primary data collection of an SIA?
(A) International macro-economists from donor agencies.
(B) Government officials who funded the project.
(C) Technical engineering and operations staff.
(D) Vulnerable or marginalized groups directly affected by the project.

2004
**261.** SIA recognizes that impacts are often distributed unequally. This principle highlights the need to assess:
(A) Differential impacts across gender, class, and ethnicity.
(B) Overall average impact only.
(C) Only the economic gains of the wealthiest farmers.
(D) Only the impacts that can be easily quantified in dollars.

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(A) They are far too rapid and fast to properly implement in the field.
(B) They systematically generate far too much quantitative and numerical data.
(C) They completely and deliberately ignore subjective personal human experiences.
(D) They lack a statistical counterfactual to prove attribution.

2014

**300.** To conduct a highly rigorous, comprehensive impact assessment of a complex extension program, best practice usually recommends:
(A) Using mixed methods integrating quantitative tools for measurement and qualitative tools for context.
(B) Relying solely and exclusively on a single descriptive case study of one specific local village.
(C) Utilizing an exclusively quantitative RCT research design while completely ignoring any qualitative context.
(D) Restricting the external evaluation team to utilizing only goal-free and exploratory evaluation principles.

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# ANSWERS

**1.** (D) Policy
An agricultural policy serves as the highest-level governing framework, establishing broad, authoritative principles that guide overall decision-making, strategic planning, and long-term resource allocation. It provides the stable institutional direction under which programmes and projects are designed and executed, ensuring that all regional extension efforts align with macro-level socioeconomic developmental goals and government priorities.

**2.** (C) A project is a time-bound, specific endeavor, whereas a programme is a broader, continuous effort.
Extension projects are characterized by defined start and end dates, specific financial budgets, and highly localized objectives designed to deliver concrete outputs. Conversely, programmes are broader, continuous initiatives that encompass multiple coordinated projects and plans. This conceptual distinction is vital for operational management, as it enables precise resource allocation and accountability across varying developmental timelines.

**3.** (B) A predetermined course of action detailing planned activities.
An agricultural extension plan represents a structured, predetermined course of action that details specific planned activities, schedules, and resource allocations needed to achieve defined objectives. It translates high-level policy directives into operational strategies, bridging the gap between broad developmental goals and the practical, daily field-level implementation of agricultural projects within targeted rural communities.

**4.** (D) A programme typically consists of multiple coordinated plans and agricultural projects.
The structural hierarchy in agricultural extension positions a programme as an overarching framework that integrates several coordinated plans and specific developmental projects. While a plan outlines predetermined courses of action and resource allocations, and a project serves as a time-bound localized intervention, the programme synthesizes these elements to address complex, multi-dimensional rural development objectives continuously.

**5.** (A) A statement of situation, objectives, problems, and solutions systematically designed.
An extension programme is defined as a systematic statement that details the current rural situation, identifies core problems, establishes clear objectives, and outlines proposed solutions. This design ensures that agricultural interventions are not random activities, but structured, educational efforts tailored to meet the dynamic socio-economic needs and technological gaps of the target farming population.

**6.** (A) I and II
Overarching policy frameworks establish the rules and guidelines governing agricultural operations, while projects are designed with strict timelines, featuring specific start and end points. Plans are incorrect if described as excluding resource allocation, because determining budgets, human resources, and materials is a fundamental requirement of any viable extension plan designed for field execution.

**7.** (A) Permanent operation
Agricultural projects are inherently temporary, designed with specific start and end dates to achieve precise, localized objectives within a defined budget. In contrast, permanent operations lack this time-bound constraint and are characteristic of ongoing agency services. Project management relies on this temporary nature to monitor progress, allocate resources efficiently, and measure discrete developmental impacts.

**8.** (D) Programme
The planning hierarchy of agricultural extension designates the programme as the broadest organizational entity. It encompasses coordinated plans, specific localized projects, discrete activities, and daily operational tasks. This comprehensive structure allows extension administrators to manage long-term, complex developmental goals by coordinating multiple subordinate projects and ensuring all efforts

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align with the overarching regional or national policy frameworks.

**9.** (B) They are highly specific, short-term tactical blueprints.
Agricultural policies are long-term, macro-level frameworks of principles designed to guide governance and overall resource allocation. They do not function as short-term, highly localized tactical blueprints, which are instead represented by specific project action plans and daily schedules. Policies establish the foundational rules and socio-economic goals under which programs and projects are designed and implemented.

**10.** (C) Project activity
A short-term, highly localized event, such as a three-day pest management training session, constitutes a project activity. Activities represent the basic, practical building blocks designed to implement a plan of work. They operate at the micro-level, converting specific inputs like staff time and educational materials into direct outputs to address immediate knowledge gaps among target farmers.

**11.** (D) It ensures precise resource allocation and performance tracking.
Differentiating projects from programmes allows extension managers to establish clear boundaries regarding budgets, timelines, and personnel. Projects operate under strict, time-bound constraints, enabling precise tracking of inputs against direct outputs. This operational clarity prevents resource dilution, enhances administrative accountability, and facilitates accurate measurement of effectiveness before scaling interventions up into broader, long-term regional extension programmes.

**12.** (A) Agricultural policy
Agricultural policy represents the highest macro-level framework in governance, establishing the broad principles, legislative directives, and strategic goals of a nation or region. It dictates the direction of public investment and regulatory measures. All subordinate structures, including district-level extension plans, localized project activities, and community programmes, must be formulated to support and operationalize these overarching policy guidelines.

**13.** (B) It must be based on an analysis of the facts in the current situation.
Effective extension program planning must always originate from a rigorous, objective analysis of the factual, current situation of the target community. Relying on baseline facts prevents planners from making assumptions about local needs, ensures that scarce resources are directed toward real developmental gaps, and establishes a clear starting point for future monitoring and impact evaluation.

**14.** (B) Principle of felt needs and interests
The principle of felt needs and interests dictates that extension programs must align with the genuine requirements and desires recognized by the farming community itself. Designing interventions around what farmers perceive as their most pressing problems ensures high motivation, active stakeholder participation, and a greater likelihood of long-term technology adoption and sustainable agricultural improvement.

**15.** (A) Anticipate changes and be adaptable to emergent situations.
The principle of operational flexibility requires that agricultural extension plans anticipate potential changes and remain adaptable to emergent situations. Because rural areas are subject to unpredictable environmental, economic, and social shifts, a rigid plan can quickly become obsolete. Allowing for structured adjustments ensures that the extension program remains relevant and effective under changing field conditions.

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**16.** (B) I, III and IV
Core extension planning principles assert that planning is a continuous, dynamic cycle that requires clearly defined objectives and the active, democratic participation of the target population. Conversely, planning must not be an isolated, top-down process, as bypassing the input of local stakeholders and failing to analyze local conditions inevitably leads to low adoption rates and program failure.

**17.** (D) Programs should be tailored to align with local socio-cultural norms and values.
The principle of cultural difference highlights that rural communities possess diverse traditions, social structures, and value systems that directly influence how they receive and adopt new

(D) Permanently reversing the standard financial funding flow back to the donor agency.

2012

**272.** In a ToC, interventions (activities) are placed on the pathway map to show:
(A) Geographical locations where the central project team takes annual staff vacations.
(B) The completely random external events that might unpredictably derail the project.
(C) Actions the program will take to achieve preconditions.
(D) The overall ultimate long-term socio-economic and environmental impact of the project.

2016

**273.** The 'Assumptions' in a ToC are:
(A) Unverified guesses and speculation regarding the project's final operating cost.
(B) Hard empirical facts that have already been fully proven and validated scientifically.
(C) Operational details that are completely irrelevant to the ultimate success of the project.
(D) Explicit beliefs about why the causal pathway will work.

2007

**274.** A robust ToC helps an evaluator by:
(A) Completely eliminating the operational need to measure any intermediate outcomes.
(B) Formally proving the project was successful without collecting any empirical field data.
(C) Providing a theoretical framework to test data and trace causality.
(D) Dictating the exact statistical sample size required for conducting randomized trials.

2018

**275.** If evaluation data shows that a precondition in the ToC was met, but the subsequent outcome was not achieved, what does this indicate?
(A) The empirical field data collection methodology was completely and perfectly accurate.
(B) A key assumption in the causal logic was likely flawed.
(C) The structural design of the intervention was significantly under-budgeted.
(D) The ultimate long-term goal of the program has already been fully reached.

2012

**276.** Arrange the following steps of creating a Theory of Change (ToC) in the correct sequential order:
I. Map the causal pathways backwards
II. Identify the long-term goal
III. Develop indicators to measure progress
IV. Articulate assumptions
V. Identify interventions
Which of the following sequences is correct?
(A) II, I, V, IV, III
(B) I, II, III, IV, V
(C) II, I, IV, V, III
(D) II, V, I, IV, III

2009

**277.** Randomized Control Trials (RCTs) are often considered the "gold standard" in quantitative impact assessment because they:
(A) Eliminate selection bias by randomly assigning participants to groups.
(B) Represent the most financially affordable and cheapest quantitative evaluation method available.
(C) Rely entirely and exclusively on qualitative narrative storytelling and community focus groups.
(D) Require absolutely no historical baseline data collection before starting the evaluation.

2003

**278.** In an RCT evaluating an extension intervention, the 'Control Group':
(A) Is the group that receives the new agricultural intervention.
(B) Coordinates and administers the intervention in the field.
(C) Does not receive the intervention, serving as the counterfactual.
(D) Manages the funding and operations of the evaluation.

2014

**279.** Difference-in-Differences (DiD) is a quasi-experimental method that calculates impact by comparing:
(A) Pre-post change in treatment group versus control group.
(B) The operational budget differences between two completely distinct development projects.
(C) The subjective personal opinions and feedback of different independent external evaluators.
(D) Only the isolated endline performance scores of two separate and independent groups.

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Once problems are defined, planners determine the targeted objectives to address them. The finalized plan is then executed in the field, and progress is systematically evaluated against the established objectives.

**27.** (D) Recognizing the gap between what is and what ought to be in the community.
Identifying the problem in extension programming requires recognizing the quantitative or qualitative gap between the actual current state (what is) and the desired potential state (what ought to be). This analytical process relies on factual situation data, ensuring that resources are focused on resolving authentic developmental deficits rather than administrative assumptions or superficial issues.

**28.** (A) The detailed schedule, personnel, methods, and resources
The development of the plan of work involves creating a detailed blueprint for executing the extension program. This phase explicitly details the operational schedule, assigns responsible personnel, selects appropriate extension teaching methods, and allocates necessary resources. It serves as a practical, step-by-step guide to ensure that all planned activities are executed systematically and efficiently.

**29.** (B) Evaluation of progress
Immediately following the execution phase of an extension program, planners must conduct an evaluation of progress. This step involves collecting field data to measure the immediate outcomes and compare them directly against the predetermined objectives. Evaluating progress is critical to determine whether the program is successfully achieving its goals and to identify any operational areas needing adjustment.

**30.** (B) Reconsideration and revision
The step of reconsideration and revision is vital to maintaining program relevance and adapting to dynamic rural conditions. It closes the planning loop by utilizing the findings from progress evaluations to modify objectives, strategies, and field activities. This continuous feedback mechanism ensures that the extension program evolves constructively and remains responsive to new agricultural challenges.

**31.** (A) A plan of work
A plan of work is a highly structured operational document that outlines the annual calendar of extension activities. It details the precise timing, location, responsible staff members, and methods for each intervention. By specifying who will do what and when, it translates broad programmatic goals into structured, accountable, and manageable daily actions for field personnel.

**32.** (A) Prepare materials → Train staff → Conduct activities → Monitor progress
Executing an agricultural extension program requires a logical progression of actions. First, educational materials must be prepared, followed by training field staff to ensure technical competency. Once prepared, the staff conducts the scheduled field activities with farmers. Finally, managers continuously monitor progress to track implementation quality and address immediate operational issues in real-time.

**33.** (D) To learn from evaluation findings and adjust future plans.
Reconsideration is a critical, reflective phase in the planning cycle that allows extension managers to analyze evaluation findings and systematically adjust future plans. Rather than repeating past operational mistakes, this process integrates lessons learned, corrects design flaws, and addresses newly emerged community problems, thereby ensuring the continuous improvement and sustainability of the extension program.

**34.** (C) Development of the plan of work
Determining specific program objectives is an absolute prerequisite that must precede the development of the plan of work. It is logically impossible to design a detailed schedule of activities, assign personnel, or allocate resources without first defining what the program aims to achieve. Objectives establish the target goals that shape and justify all operational plans.

**35.** (B) Ex-post impact assessment metrics
A situation analysis focuses entirely on evaluating the baseline conditions of a community prior to program implementation, including physical infrastructure, socio-economic status, and available organizational assets. Consequently, it excludes ex-post impact assessment metrics, which are evaluative indicators measured only

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after a project has completed its lifecycle to determine long-term sustainable changes.

**36.** (A) Both A and R are true and R is the correct explanation of A.
Program planning operates as a continuous, cyclical loop rather than a static linear pathway. The completion of one cycle's field execution is followed by progress evaluation and systematic reconsideration. Because these evaluative steps reveal newly emergent developmental needs, unresolved gaps, and fresh technical challenges, they naturally restart the planning process by initiating a new situation analysis.

**37.** (C) A $4 \times 4$ matrix
The Logical Framework Approach utilizes a highly structured $4 \times 4$ matrix to summarize the key elements of a project design. This standardized grid systematically organizes the hierarchy of project objectives along its vertical rows, while its horizontal columns display the corresponding indicators, means of verification, and critical external assumptions necessary for overall project success.

**38.** (C) The hierarchy of objectives and causal pathways.
The vertical logic of the Logical Framework Matrix represents the hierarchy of project objectives and their underlying causal pathways. By linking inputs and activities to outputs, purposes, and long-term goals, it outlines the logical "if-then" relationships. This structure forces planners to demonstrate how executing specific activities will systematically lead to achieving higher-level developmental results.

**39.** (A) Purpose (or Specific Objective)
In the standard hierarchy of the Logical Framework Approach, the Purpose sits directly below the Goal. While the Goal represents the broad, long-term developmental impact to which the project contributes, the Purpose defines the specific, immediate outcome that the project is designed to achieve once its direct outputs are successfully delivered and utilized by stakeholders.

**40.** (D) External factors beyond direct project control necessary for success.
Critical assumptions in the Logical Framework Approach are defined as key external factors and risks that lie completely beyond the direct control of project management, yet are absolutely necessary for project success. Identifying these assumptions forces planners to recognize environmental, political, or market-driven risks that could derail the causal pathway of the intervention.

**41.** (B) Outputs
The vertical causal logic of the Logical Framework Matrix assumes that if planned project activities are completed successfully, and the corresponding external assumptions hold true, the project will directly produce its intended outputs. Outputs represent the tangible, direct products, services, or physical deliverables generated by the extension project's staff and resource inputs.

**42.** (C) Killer assumption
A killer assumption refers to an identified external risk that is highly likely to fail and has the potential to completely derail or terminate the project. In standard logical framework design, if an essential factor is flagged as a killer assumption, the project must either be redesigned to mitigate the risk or abandoned as too hazardous.

**43.** (D) Assumptions and Risks
The fourth column of a standard Logical Framework Matrix is dedicated to outlining external Assumptions and Risks. This placement is strategically designed to display the external conditions that must hold true at each level of the vertical objective hierarchy to allow progression to the next level, ensuring that risk management is integrated into project design.

**44.** (A) The immediate, specific outcome achieved by project outputs.
The project Purpose in the Logical Framework Approach represents the immediate, specific outcome achieved as a direct result of utilizing the project's outputs. It describes the positive changes in behavior, adoption, or institutional performance among the target population. Achieving the Purpose represents the primary reason for initiating and funding the specific extension intervention.

**45.** (B) It is a rigidly static document that cannot be updated.
The Logical Framework Approach is designed as a dynamic, flexible planning and management tool, rather than a rigidly static document.

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Throughout a project's lifecycle, managers should update and refine the matrix to reflect changing field realities, newly identified risks, and lessons learned, ensuring the tool continues to guide project monitoring and evaluation effectively.

**46.** (A) P-2, Q-4, R-3, S-1
The Logical Framework Approach maps specific project levels to clear operational definitions. Under this structural framework, the Goal is the long-term objective, while the Purpose represents the immediate outcome. Outputs are the tangible, direct results produced by the project, and Activities are the concrete tasks executed by the field team to generate those specific outputs.

**47.** (A) Define how achievement of objectives will be measured and verified.
The horizontal logic of the Logical Framework Matrix defines how the achievement of objectives will be measured and verified. By moving from the objectives column to indicators and then to means of verification, it forces planners to specify clear benchmarks and reliable data sources, ensuring transparency and facilitating objective project monitoring and evaluation.

**48.** (C) It must be important for success but outside direct project control.
A valid assumption in the Logical Framework Approach must represent an external factor that is critical to the project's success, yet completely outside the direct control of the project management team. This requirement ensures that the project matrix focuses on realistic, real-world risks and external dependencies rather than internal management responsibilities or trivial conditions.

**49.** (D) Objectively Verifiable Indicator
In the Logical Framework Approach, the acronym OVI stands for Objectively Verifiable Indicator. OVIs populate the second column of the matrix and are designed to define the precise targets (quantity, quality, and time) used to measure the successful achievement of objectives at each hierarchical level, providing an objective basis for monitoring and evaluation.

**50.** (C) Measurable
Within the widely accepted SMART framework for indicator design, the letter M stands for Measurable. This means that an objectively verifiable indicator must be quantifiable or clearly assessable using standard scientific, statistical, or qualitative research methods. Measurability ensures that different evaluators can collect objective, consistent data to track project progress and determine success.

**51.** (B) To identify the data sources and methods to assess the indicators.
The primary function of the Means of Verification column in the Logical Framework Matrix is to specify the exact data sources and research methods required to assess each indicator. By detailing how, where, and by whom progress data will be collected, the MoV column ensures that the chosen indicators are realistic and cost-effectively verifiable.

**52.** (D) Number of farmers adopting the new seed variety by the end of year one.
A robust objectively verifiable indicator must specify quantitative, qualitative, and time-bound targets that are easily measured. Recording the exact number of farmers adopting a specific seed variety by the end of year one meets these criteria, unlike subjective feedback or vague expressions of satisfaction, which are difficult to verify consistently across different project evaluators.

**53.** (A) Official crop harvest survey reports of District X for 2025.
For a highly specific quantitative indicator measuring crop yield increases in a district, the most appropriate Means of Verification is a reliable, external document such as official government crop harvest survey reports. Relying on verified, institutional data sources ensures high objectivity, reduces reporting bias, and provides a credible foundation for validating the extension project's claims.

**54.** (C) Quantity and quality of goods delivered.
Indicators formulated at the output level are designed to measure the direct, short-term results of completed project activities, specifically tracking the quantity and quality of goods, training, or services delivered. They assess whether the project met its immediate physical targets, such as the number of workshops conducted or kilograms of seed distributed to farmers.

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**74.** (C) Profitability
The original Development Assistance Committee (DAC) evaluation framework established specific international standards to judge developmental aid, focusing on relevance, effectiveness, efficiency, impact, and sustainability. Commercial profitability is not a DAC criterion, as public extension programs are evaluated based on social welfare, capacity building, and public goods rather than generating corporate profits.

**75.** (D) How well operational inputs were converted into outputs economically.
In professional evaluation terminology, efficiency measures how economically and resourcefully project inputs, such as financial budgets, staff time, and materials, were converted into direct outputs. It analyzes whether the same project results could have been achieved at a lower cost or through alternative, more cost-effective operational strategies during implementation.

**76.** (A) Relevance → Efficiency → Effectiveness → Impact → Sustainability
Applying DAC criteria follows a logical, temporal sequence over a project's lifecycle. First, relevance assesses if objectives align with community needs. Next, efficiency tracks resource conversion during implementation. Effectiveness determines objective attainment at completion. Finally, long-term impact evaluates broad systemic changes, while sustainability determines whether these positive developmental benefits endure over time.

**77.** (B) Program improvement (formative)
The objective of program improvement is served specifically by formative evaluation, which focuses on analyzing ongoing activities to detect operational design flaws and procedural barriers. By providing real-time feedback to managers, formative evaluation enables timely modifications, resource adjustments, and strategy improvements, ultimately ensuring the project achieves its planned targets more effectively.

**78.** (B) The evaluation process is free from political bias and conflict of interest.
The principle of impartiality requires that the entire evaluation process remain completely free from political bias, organizational interference, and conflicts of interest. Impartial evaluators present objective, evidence-based findings that document both the successes and failures of an extension program, ensuring that the final report is credible and trusted by all key stakeholders.

**79.** (A) Assessing whether the project achieved its intended objectives.
The evaluation criterion of effectiveness is specifically concerned with determining the extent to which a project successfully achieved its intended objectives. It measures the direct relationship between completed outputs and the resulting outcomes, verifying whether the developmental changes planned during the design phase were actually realized in the target community.

**80.** (C) The benefits continue after donor funding has ceased.
Sustainability in program evaluation measures whether the positive development benefits, structural improvements, and behavioral changes generated by an agricultural intervention will continue to endure after external financial and technical donor support has ceased. It assesses local capacity, financial viability, and institutional ownership to ensure long-term, independent operational continuity.

**81.** (D) How well the intervention fits with other ongoing policies.
Coherence is a contemporary evaluation criterion designed to assess how well a specific agricultural intervention fits and harmonizes with other ongoing public policies, programs, and international development frameworks. It evaluates both internal synergies within an organization and external compatibility with other sectors to identify potential policy conflicts, duplication of efforts, or collaborative opportunities.

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**82.** (C) Propriety (Ethics)
Propriety is a foundational standard in evaluation design that dictates the process must be conducted ethically, legally, and with due regard for the rights, welfare, and dignity of all participants. This ethical standard requires securing informed consent, protecting participant confidentiality, and ensuring that no harm or exploitation occurs during data collection.

**83.** (B) Feasibility
The feasibility standard in educational and program evaluation ensures that the chosen evaluation design is realistic, practical,

**64.** (C) Formative evaluation
A mid-term review designed to assess ongoing project performance and determine if strategies should be modified, continued, or stopped is classified as a formative evaluation. Formative assessments occur during the active implementation phase of a project, serving as a critical diagnostic tool to improve operational design and enhance the quality of final outcomes.

**65.** (D) Monitoring
Checking a project dashboard weekly to track routine operational outputs, such as farmer attendance at demonstration plots, is a classic example of monitoring. This continuous, routine data tracking process does not judge long-term program worth or impact, but instead ensures that planned activities are being executed on schedule and reaching the target audience.

**66.** (C) Impact assessment
An impact assessment is the specific evaluative mechanism designed to isolate the actual effects of an intervention from confounding external factors. By using statistical methodologies, counterfactuals, and control groups, researchers attribute observed changes in the farming community directly to the project, proving causality rather than mere correlation over a long-term timeline.

**67.** (B) Relevance, effectiveness, efficiency, and sustainability.
Unlike routine monitoring, which tracks operational inputs and immediate activities, the primary objective of evaluation is to analyze the deeper aspects of a project. It systematically assesses relevance to community needs, effectiveness in meeting objectives, efficiency in using resources, and the overall long-term sustainability of the benefits generated by the agricultural intervention.

**68.** (A) I, II and IV
Monitoring tracks inputs and outputs, and the ongoing data it generates feeds directly into the evaluation process. Evaluation asks deeper strategic questions regarding project relevance and effectiveness. Conversely, describing impact assessment as ignoring unintended consequences is incorrect, as comprehensive impact evaluations must systematically document both planned outcomes and unforeseen positive or negative side effects.

**69.** (A) Ex-post impact assessment
A study conducted five years after the completion of an agricultural credit program to measure broad socioeconomic changes, such as shifts in poverty levels, is an ex-post impact assessment. This type of evaluation operates retroactively to determine whether the program's long-term developmental goals were successfully and sustainably integrated into the community after the conclusion of donor funding.

**70.** (C) Monitoring answers 'what is happening', while evaluation answers 'why and how well it happened'.
The operational distinction dictates that monitoring answers the basic managerial question of "what is happening" by tracking routine inputs, activities, and immediate outputs. In contrast, evaluation answers the deeper analytical questions of "why and how well it happened," explaining the causal mechanisms, effectiveness, and overall value of the project's completed developmental interventions.

**71.** (A) Impact assessment
Within the monitoring and evaluation continuum, impact assessment is the process most concerned with establishing attribution and causality. It utilizes rigorous research designs and quantitative control groups to isolate the specific changes in the target population and prove that they were directly caused by the project's activities rather than external economic or environmental factors.

**72.** (D) Relevance
Evaluating whether project objectives align with the actual priorities, local policies, and felt needs of the target community assesses the criterion of relevance. Assessing relevance ensures that the intervention remains contextually appropriate and that public or donor funds are being directed toward resolving genuine, high-priority issues within the agricultural sector.

**73.** (B) Objective-oriented theory
The objective-oriented theory of evaluation views the process primarily as a tool for determining the exact degree to which a program's predetermined goals have been realized. This foundational model relies heavily on defining clear, measurable behavioral or physical targets at the outset and conducting final quantitative measurements to assess overall project completion rates.

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**112.** (C) Decision-makers and program administrators allocating resources.
Management-oriented evaluation models are specifically designed to serve decision-makers, program administrators, and resource allocators. Rather than focusing on academic theory generation or local community empowerment, these models prioritize delivering practical, timely, and highly structured information to guide managerial decisions, resource adjustments, and overall policy replication.

**113.** (D) Assessing whether final outcomes match initial objectives.
The objective-oriented evaluation model aligns closely with the final step of the extension program cycle: assessing whether the final field outcomes match the initial objectives. This alignment ensures that the primary measurement of project success is the actual achievement of the specific, planned behavioral or physical targets established during the program's design phase.

**114.** (C) Utility in aiding administrative decisions.
In management-oriented evaluation models, information is valued primarily for its direct utility in aiding administrative decisions. The evaluation is treated as a practical service tool designed to provide project directors with clear, timely data regarding program operations, strategies, and resource allocation, helping them optimize ongoing performance and plan future interventions.

**115.** (B) Management-oriented evaluation
A program director needing specific data to make strategic funding decisions, such as whether to cut or expand resources for a training module, would use a management-oriented evaluation approach. This methodology is designed to feed critical, structured performance data directly into administrative decision-making loops to optimize program resources and efficiency.

**116.** (A) I, II and IV
The objective-oriented evaluation model requires clear, behavioral objectives and focuses on measuring actual performance against those pre-established targets to assess the final end-product. However, it is incorrect to assert that this model prioritizes unintended consequences, as its structured, goal-centric focus often systematically overlooks unexpected positive or negative side effects.

**117.** (A) Inputs, processes, and outputs.
Management-oriented evaluation models conceptualize programs as dynamic, logical systems composed of inputs, processes, and outputs. By analyzing how resource inputs are systematically converted through operational processes into direct deliverables, these models help administrators understand structural efficiency, locate performance bottlenecks, and make informed decisions to optimize overall system operations.

**118.** (C) It provides a very clear, logical, and easy-to-understand evaluation framework.
A primary advantage of the objective-oriented evaluation approach is that it provides a highly clear, logical, and easy-to-understand framework for assessment. By directly linking evaluation metrics to the program's pre-established goals, it simplifies the research design and presents stakeholders with straightforward, unambiguous conclusions regarding whether the planned targets were achieved.

**119.** (A) Providing continuous feedback loops to program managers.
The defining characteristic of management-oriented evaluation models is their focus on providing continuous, structured feedback loops to program managers. These systems are designed to deliver relevant, real-time data on operations, strategies, and resource utilization, ensuring that administrators can make proactive decisions to adjust ongoing program execution and improve efficiency.

**120.** (D) The program failed to meet its specific objective.
Under a strict objective-oriented evaluation model, progress is judged directly against the quantitative targets established during program design. If the stated objective was to train fifty farmers, and only forty-five completed the course, the evaluation must conclude that the program failed to fully realize its specific, pre-established objective.

**121.** (B) Daniel Stufflebeam
The highly influential CIPP evaluation model was developed by the prominent educational evaluation theorist Daniel Stufflebeam. Designed as a comprehensive framework to guide decision-making, the model helps managers systematically evaluate different stages of a program, ensuring

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diplomatic, and cost-effective. It requires that data collection procedures, scheduling, and analysis methods are kept simple and frugal enough to be fully supported by the available institutional resources, staffing, and project budget constraints.

**84.** (D) Accountability
When an evaluation aims primarily to demonstrate results to public taxpayers, government agencies, or international funding donors, its core objective is accountability. Accountability evaluations focus on proving that resources were used efficiently, verifying that planned targets were successfully met, and justifying the continuation of public funding for the extension program.

**85.** (A) Formative improves ongoing programs; summative judges overall merit at completion.
The fundamental distinction between formative and summative evaluation lies in their timing and core purpose. Formative evaluation is conducted during project implementation to improve ongoing activities and refine strategies. Conversely, summative evaluation occurs at or after project completion, focusing on judging the overall merit, worth, success, and long-term developmental value of the completed program.

**86.** (D) A is false but R is true.
Internal evaluations are often highly vulnerable to organizational bias and conflicts of interest because internal staff may struggle to criticize their own projects or management. However, internal evaluators possess invaluable, deep contextual knowledge regarding the program's history, local cultural dynamics, operational challenges, and relationships, which allows them to interpret field events with high accuracy.

**87.** (A) High credibility and objective accountability for external stakeholders
An external evaluation is typically preferred when the main objective is to establish high credibility and independent accountability for external stakeholders, such as international donors or taxpayers. External evaluators bring an unbiased perspective, free from internal organizational politics, which ensures that both the strengths and weaknesses of the program are reported objectively.

**88.** (D) Deciding whether to replicate, scale up, or terminate a program.
Summative evaluations are conducted at or near the completion of a program to judge its overall value and effectiveness. Consequently, they are closely associated with strategic decision-making, such as determining whether to replicate the program in other regions, scale up its operations nationally, or terminate the intervention entirely based on its documented outcomes.

**89.** (B) The evaluators have intimate knowledge of program nuances and culture.
A key advantage of an internal evaluation framework is that the evaluators possess intimate knowledge of the program's operational nuances, history, and institutional culture. This internal familiarity allows them to access sensitive data easily, understand informal staff relationships, interpret complex local barriers accurately, and deliver practical, context-specific recommendations for program improvement.

**90.** (C) Learning
Formative evaluations are often colloquially described as evaluations designed for learning. Unlike summative evaluations that focus on proving results and overall worth, formative assessments aim to generate internal organizational feedback, help staff learn from ongoing operational challenges, identify procedural gaps, and continuously refine strategies during active project execution.

**91.** (D) Formative evaluation
A process evaluation operates as a key subtype of formative evaluation, focusing on how a program is actively delivered rather than merely measuring its final outputs. It analyzes daily operations, service delivery mechanisms, and participant satisfaction in real-time, providing managers with the real-time data needed to make necessary course corrections.

**92.** (A) Internal and external evaluations cannot be combined.
The assertion that internal and external evaluations cannot be combined is incorrect. Many contemporary evaluation frameworks successfully utilize hybrid or joint models where independent external consultants collaborate directly with internal staff. This combination leverages the deep contextual knowledge of

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insiders alongside the objective, unbiased credibility of external professionals.

**93.** (B) Joint or hybrid evaluation
An evaluation conducted by a team that includes both internal project staff and independent, external consultants is termed a joint or hybrid evaluation. This collaborative approach balances internal insights and deep institutional memory with external objectivity and credibility, ensuring a comprehensive, balanced, and widely accepted assessment of the extension program.

**94.** (C) At or immediately after project completion
The typical timing for a summative evaluation is at or immediately after the completion of the project. This scheduling ensures that all planned activities have been executed, and that sufficient time has passed to measure direct outcomes, assess overall performance, and judge whether the intervention successfully achieved its predetermined goals.

**95.** (A) Formative evaluation
Pre-testing an educational training manual with a small sample of target farmers to identify confusing content and refine the text is a classic example of formative evaluation. This diagnostic exercise occurs before full-scale publication, ensuring that the final instructional material is highly effective, culturally appropriate, and easily understood by the community.

**96.** (A) P-2, Q-1, R-4, S-3
Different evaluation typologies serve distinct operational purposes. Formative evaluation focuses on course correction during implementation, while summative evaluation judges overall merit at project completion. From an organizational perspective, internal evaluations foster deep institutional learning, whereas external evaluations are prioritized to deliver an independent, high-credibility perspective to stakeholders.

**97.** (D) Formulating evaluation objectives and specific questions.
The first step in a formal evaluation process is formulating clear evaluation objectives and defining the specific questions to be answered. Before collecting data or choosing indicators, evaluators must establish exactly what is being assessed and why, ensuring the subsequent design is relevant and focused on key stakeholder priorities.

**98.** (C) Valid, reliable, and sensitive to change.
During the indicator selection phase, evaluators must ensure that the chosen metrics are valid, reliable, and highly sensitive to change. Validity ensures the indicator measures what it claims to measure, reliability guarantees consistency across different observers, and sensitivity ensures that even minor positive or negative shifts in the field are detected.

**99.** (B) In-depth interviews and focus group discussions
In-depth interviews and focus group discussions are qualitative research mechanisms that provide deep, contextual insights into the lived experiences, perceptions, and attitudes of participants. While these methods excel at explaining the complex social dynamics of technology adoption, they rely on small, non-random samples and are therefore less statistically generalizable to larger regional populations.

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**100.** (D) Using multiple methods or data sources to validate findings.
In evaluation methodology, triangulation refers to the strategic practice of using multiple research methods, theories, or data sources to study a single phenomenon. By cross-checking quantitative survey data with qualitative focus group findings, evaluators can minimize individual research biases, validate their conclusions, and provide a more comprehensive, reliable analysis.

**101.** (A) The evaluation questions and available resources.
The choice of data collection mechanisms in any professional evaluation is primarily dictated by the specific evaluation questions being asked and the available institutional resources. Evaluators must balance the need for scientific rigor with practical constraints such as budget, time, staff capacity, and the cultural background of the farming communities being assessed.

**102.** (C) Achieving statistical significance and representativeness.
When designing a quantitative sample for evaluation data collection, the primary consideration is achieving statistical significance and overall representativeness. The sample size

must be large enough to represent the diverse characteristics of the target population and support valid statistical inferences, ensuring the evaluation findings are credible and generalized accurately.

**103.** (A) Establish the situation before the intervention for future comparison.
A baseline survey is conducted before an extension program begins to establish a clear, factual record of the situation prior to intervention. By documenting initial crop yields, household incomes, and farming practices, this survey provides the essential reference point needed to measure future progress and assess long-term project impacts accurately.

**104.** (D) Crop yield measurement via random field plot sampling.
Objective data collection tools must yield consistent, empirical results regardless of the observer. Conducting physical crop yield measurements through random field plot sampling is an objective method because it relies on direct physical weighing and standardized agronomic protocols, minimizing the personal biases or subjective perceptions of both farmers and evaluators.

**105.** (B) Data processing, analysis, and interpretation.
Once field data collection is completed, the immediate next step in the evaluation process is data processing, analysis, and interpretation. Raw quantitative and qualitative data must be cleaned, structured, and statistically or conceptually analyzed to extract meaningful findings, draw logical conclusions, and answer the core questions established during evaluation design.

**106.** (A) I only
The assertion that defining evaluation questions is unnecessary if project objectives exist is highly incorrect. While objectives specify what the program aims to achieve, evaluation questions focus on how well, why, and under what conditions those goals were met, guiding the actual research design, data collection, and analytical focus of the evaluation team.

**107.** (D) Quantitative and qualitative techniques.
A mixed-methods approach in evaluation data collection systematically combines both quantitative and qualitative techniques within a single study. This integration allows evaluators to use statistical surveys to measure the scale of project achievements while utilizing qualitative focus groups to explain the underlying social behaviors, perceptions, and mechanisms driving those results.

**108.** (A) To ensure factual accuracy and enhance ownership of findings.
Sharing the draft evaluation report with key stakeholders before publication is a vital procedural step designed to ensure factual accuracy and enhance local ownership of the findings. This participatory review allows participants to correct any technical misunderstandings or errors of fact, building consensus and facilitating the constructive use of recommendations.

**109.** (B) Ralph Tyler
The objective-oriented evaluation approach is historically associated with the pioneer educational theorist Ralph Tyler. Tyler formulated a systematic model that defined evaluation as the process of determining the exact degree to which the educational and behavioral objectives of a program have been successfully achieved, laying the foundation for modern goal-based assessment.

**110.** (B) The extent to which predetermined objectives are actually realized.
The core premise of Ralph Tyler's objective-oriented evaluation model is to measure the exact extent to which the predetermined goals of an intervention have been realized in the field. This approach prioritizes comparing post-program performance data directly against the baseline objectives established during the design phase, using clear behavioral or physical metrics.

**111.** (A) Often ignores unintended outcomes or side effects.
A major limitation of the Tylerian objective-oriented evaluation model is its narrow focus, which often ignores unintended outcomes or side effects of the program. By evaluating performance strictly against predetermined goals, this approach can fail to detect unexpected negative environmental impacts, social conflicts, or positive secondary benefits that occurred during execution.

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**55.** (A) So that different observers using the same indicator will obtain the same results.
An indicator must be objectively verifiable to ensure that independent observers using the same measurement criteria will consistently obtain identical results. This high standard of reliability eliminates personal biases, subjective interpretations, and administrative manipulation of data, thereby ensuring that progress reports and project evaluations remain scientifically credible, transparent, and trusted by external donors.

**56.** (A) II, III, I, IV
The systematic formulation of project indicators begins by defining the basic concept of what needs to be measured. Next, specific quantity, quality, and time targets are added to the concept. Planners then identify the appropriate Means of Verification, and finally, the completed indicator is reviewed against the SMART criteria to guarantee its overall viability.

**57.** (B) Secondary data sources like census data.
Because the Goal level in the Logical Framework represents broad, long-term, macro-level socioeconomic changes, formulating corresponding indicators often requires relying on secondary data sources, such as national census data or regional agricultural surveys. Collecting primary data at this scale is typically too expensive and complex for individual project budgets to sustain independently.

**58.** (C) It prevents assessors from knowing when to evaluate the achievement.
An indicator must include a specific timeframe to be considered complete and functional. Without a defined target date, assessors and project managers have no objective benchmark to determine exactly when the planned achievement should be evaluated. This omission makes systematic monitoring impossible and leaves the project open to indefinite delays without administrative accountability.

**59.** (D) "A comprehensive, unbudgeted survey of 100,000 farmers conducted daily."
A proposed Means of Verification is highly flawed if it describes a massive, unbudgeted daily survey of thousands of farmers. Valid data collection mechanisms must be realistic, practical, and proportionate to the project's financial budget. Proposing logistically impossible or excessively expensive methodologies invalidates the verification process and renders the corresponding indicator unmeasurable.

**60.** (A) Proportional to the importance of the indicator.
The financial cost and administrative effort required to obtain data for a project's Means of Verification must be proportional to the overall importance of the indicator. Planners should avoid overly complex or expensive data collection methods for minor outputs, ensuring that resources are allocated efficiently and that monitoring activities do not exhaust the project's operational budget.

**61.** (B) Monitoring tracks ongoing activities, while evaluation assesses outcomes and impacts.
Monitoring operates as a continuous, internal management function designed to track ongoing project activities, input deliveries, and direct outputs in real-time. In contrast, evaluation is a periodic, structured assessment that analyzes the deeper outcomes, overall effectiveness, efficiency, relevance, and long-term sustainable impacts of the completed agricultural intervention on the target community.

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**62.** (B) Measuring the long-term, sustainable changes brought about by an intervention.
Impact assessment is defined as the systematic measurement of the long-term, sustainable, and structural changes brought about in a target community by an agricultural intervention. It goes beyond tracking immediate training outputs to analyze broad developmental shifts, such as changes in household income levels, food security, environmental sustainability, and overall farmer well-being.

**63.** (A) Continuous, management
Monitoring is conceptually defined as a continuous, internal management function. It provides project administrators with constant, real-time data on daily operations, financial expenditures, and output delivery. This ongoing feedback loop allows managers to identify operational bottlenecks immediately, make quick course corrections, and ensure that the project remains aligned with its planned schedule and budget.

that interventions are well-planned, properly structured, effectively implemented, and thoroughly assessed for overall impact.

**122.** (C) Context, Input, Process, Product
In Stufflebeam's evaluation framework, the acronym CIPP stands for Context, Input, Process, and Product. These four core components represent distinct stages of program evaluation: analyzing the environment and needs (Context), assessing strategies and resources (Input), monitoring implementation (Process), and measuring the final achievements and outcomes (Product).

**123.** (D) Assessing the needs, problems, and opportunities to formulate objectives.
Context evaluation in the CIPP model assists decision-makers by analyzing the operational environment to identify community needs, systemic problems, and development opportunities. This baseline assessment ensures that the project's objectives are directly aligned with actual field realities, helping planners formulate relevant, realistic, and high-priority goals for the proposed agricultural extension intervention.

**124.** (A) Structuring decisions (e.g., resources, strategies)
Input evaluation in the CIPP model supports structuring decisions by analyzing alternative strategies, operational budgets, staffing capacities, and procedural designs. This stage helps decision-makers determine how to allocate resources effectively and select the most feasible, cost-effective technical approach before full-scale implementation of the agricultural project begins.

**125.** (B) Formative evaluation and monitoring
Process evaluation in the CIPP framework is conceptually similar to formative evaluation and routine monitoring. It focuses on tracking daily project implementation, identifying procedural defects, and documenting how closely field activities follow the planned work schedule, providing managers with the real-time data needed to make necessary course corrections.

**126.** (B) I, II, III and IV
Under the CIPP framework, Context, Input, and Process evaluations define the environment, assess strategies, and identify procedural defects respectively. Product evaluation measures and interprets project attainments. Conversely, describing Product evaluation as ignoring unintended outcomes is incorrect, because Stufflebeam's model explicitly requires documenting both planned goals and any unexpected positive or negative side effects.

**127.** (A) Product
Comparing final crop yields to the targets established during project design represents the Product evaluation phase of the CIPP model. This final stage is designed to measure, interpret, and judge the overall achievements, outcomes, and long-term impacts of the completed intervention, determining whether the project successfully met the needs of the farming community.

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**128.** (C) Serving management and guiding program decision-making.
A defining feature of the CIPP model is its orientation toward serving management and guiding program decision-making. Stufflebeam designed the framework to be proactive, providing administrators with critical, structured data at every stage of the project lifecycle to help them make planning, structuring, implementing, and recycling decisions effectively and transparently.

**129.** (D) The proposed budget, staffing capacity, and technical work plans.
During the Input evaluation phase of the CIPP model, evaluators analyze the operational viability of the project design. This involves reviewing the proposed financial budget, evaluating staffing capacities, assessing available physical resources, and reviewing alternative technical work plans to ensure the selected strategy is the most feasible and cost-effective option.

**130.** (C) Process evaluation
Identifying implementation barriers, procedural defects, and resource bottlenecks in real-time is the primary goal of Process evaluation in the CIPP framework. By continuously monitoring ongoing field activities and documenting actual operations, this evaluation stage provides managers with the immediate feedback needed to adjust schedules and improve project execution.

**131.** (B) Product
In Stufflebeam's CIPP model, Product evaluation supports recycling decisions. By measuring and

session, these forms gather quick participant impressions regarding the utility of the training, quality of presentation, and suitability of the venue, providing immediate data for program adjustment.

**188.** (A) Pre-tests and post-tests of knowledge or skills.
To measure level two learning effectively, evaluators should employ pre-tests and post-tests. Comparing scores before and after an educational intervention isolates the cognitive gains directly attributable to the instruction. This quantitative approach provides clear evidence of knowledge acquisition or skill development, verifying that the educational objectives of the training program were successfully achieved.

**189.** (B) Trainees may face external barriers that prevent them from applying what they learned.
A key challenge in evaluating level three behavior is that external barriers can prevent trainees from applying their learning. Even if participants acquire skills, factors such as lack of resources, unsupportive management, or unfavorable weather can inhibit behavioral adaptation. Thus, a lack of practice change does not automatically mean the training itself was poorly designed.

**190.** (B) District-wide or community-wide increases in crop yields and farmer income.
In an agricultural extension context, level four results measure the ultimate impact of training on broader economic, environmental, or operational indicators. This includes documenting district-wide increases in crop yields, improved farm profitability, or enhanced resource sustainability. These macro-level changes demonstrate the high-level returns on investment generated by the educational program for the entire target population.

**191.** (A) If failure was due to lack of learning or lack of application.
Skipping level two learning measurements makes it impossible to diagnose why a program failed to achieve level three behavioral changes. Without learning data, an evaluator cannot determine whether participants failed to adopt new practices because they did not understand the instruction, or because they faced external barriers that blocked the application of their acquired knowledge.

**192.** (C) Kirkpatrick focuses on individual training outcomes, while CIPP evaluates the entire program lifecycle.
Kirkpatrick's model is specifically designed to evaluate individual educational and training outcomes across four sequential levels of learner response. In contrast, Stufflebeam's CIPP model offers a comprehensive systems-planning framework that evaluates the entire program lifecycle. CIPP analyzes the context, inputs, processes, and products of a program to guide ongoing decision-making and holistic management.

**193.** (D) Inputs, Activities, Outputs, Outcomes, and Impacts.
A standard logic model is a visual diagram that represents the logical relationships between program resources and goals. It links inputs, activities, outputs, outcomes, and impacts in a linear chain of cause and effect. This structure helps stakeholders understand how program investments are expected to produce activities, immediate deliverables, and long-term changes within a community.

**194.** (C) Tangible products or services delivered.
In a logic model, outputs represent the direct, tangible products or services delivered by a program's activities. Examples include the number of training workshops conducted, extension manuals distributed, or field trials completed. Outputs are important administrative milestones that demonstrate that the planned tasks were successfully executed, though they do not measure actual behavioral or environmental changes.

**195.** (B) Outcomes are typically short- to medium-term changes in behavior or conditions, while impacts are long-term systemic changes.
Outcomes and impacts are distinguished by their timeframe and scope. Outcomes represent the short- to medium-term changes in participant knowledge, skills, behaviors, or local conditions directly resulting from program outputs. Impacts, however, represent the ultimate, long-term systemic changes at a societal, economic, or environmental level that occur after a program has been established for years.

**196.** (A) P-2, Q-1, R-4, S-3
Matching logic model components to their real-world examples clarifies program theory. Funding

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**141.** (B) It ensures the evaluation addresses diverse values of different groups.
Stakeholder-based evaluation models use participatory approaches to ensure the assessment addresses the diverse values, needs, and concerns of different groups involved in the program. This inclusive methodology integrates the viewpoints of marginalized farmers, field agents, and program administrators, resulting in more balanced, relevant, and widely accepted findings.

**142.** (B) The yield, taste, and marketability for the farmer and buyer.
A consumer-oriented evaluator assessing a new seed variety focuses on practical factors that directly affect the end-user, such as yield, taste, market price, and overall profitability for the farmer and buyer. This approach prioritizes user-centric criteria over internal scientific breeding processes or corporate marketing strategies.

**143.** (A) They can be subjective and biased by the expert's personal paradigms.
Expertise-oriented evaluation models are criticized because they can be highly subjective and biased by the individual experts' personal paradigms and professional backgrounds. Relying heavily on qualitative expert judgment, rather than standardized quantitative metrics, can sometimes lead to inconsistent assessments that lack transparency and statistical replicability.

**144.** (C) Adversary-oriented
The adversary-oriented model deliberately assigns separate evaluation teams to argue for and against the continuation of an extension program. This legalistic format ensures that both positive outcomes and negative deficiencies are systematically presented and debated, providing decision-makers with a balanced, comprehensive view of the program's overall performance.

**145.** (D) Constructivism / Phenomenology
Naturalistic evaluation paradigms are grounded in the philosophical traditions of constructivism and phenomenology. This philosophical foundation asserts that social realities are multiple, complex, and context-dependent. Consequently, naturalistic evaluators prioritize qualitative research methods, seeking to understand the diverse subjective experiences and perspectives of participants within their real-world settings.

**146.** (B) P-1, Q-4, R-3, S-2
Different evaluation paradigms feature unique methodological approaches. Goal-free evaluation assesses actual project effects without knowing stated aims, while naturalistic evaluation uses qualitative methods in real-world settings. Principal-oriented evaluation focuses on the priorities of the key sponsor, and objective-oriented evaluation measures outcomes directly against pre-determined targets.

**147.** (B) Michael Scriven
The primary proponent of Goal-Free Evaluation is the prominent evaluation theorist Michael Scriven. Scriven introduced this approach to counter the biases of goal-oriented models, arguing that evaluators should assess the actual, real-world effects of a program on its participants without being blinded or limited by pre-established official objectives.

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**148.** (D) Ensure evaluators are NOT blinded by program objectives.
The primary rationale for Goal-Free Evaluation is to ensure that evaluators are not blinded or biased by the program's official objectives. By remaining unaware of the stated goals, evaluators can objectively document all actual outcomes, side effects, and unintended consequences, providing a comprehensive assessment of the intervention's real-world impact.

**149.** (A) Qualitative observations, interviews, and document analysis.
In Naturalistic Evaluation, the researcher relies on qualitative data collection methods, such as direct observations, in-depth interviews, and document analysis. This qualitative approach allows the evaluator to study social interactions and program dynamics in their natural settings, capturing the diverse, subjective experiences of participants without imposing rigid experimental controls.

**150.** (C) Multiple, socially constructed, and context-dependent.
A key tenet of the Naturalistic evaluation paradigm is that social reality is multiple, socially constructed, and deeply context-dependent. Rather than searching for a single, objective, and predictable truth, naturalistic evaluators explore the varied subjective perceptions and experiences of different stakeholders to understand how programs function in real-world settings.

**151.** (A) Goal-free
Goal-free evaluation operates by observing the actual effects of a program on clients without being guided by pre-determined objectives. This paradigm focuses on identifying both intended and unintended outcomes of an intervention. By remaining open to all empirical observations, evaluators can discover the comprehensive real-world impacts of agricultural extension initiatives rather than limiting their focus to anticipated goals.

**152.** (D) Is deliberately kept ignorant of the program's stated goals.
In a goal-free evaluation, the evaluator is intentionally kept unaware of the program's predefined objectives. This ignorance prevents bias and ensures the assessment focuses purely on actual, observable outcomes. By avoiding pre-conceived goals, the evaluator can objectively document all effects, including unexpected side effects, which provides a more holistic and realistic picture of the program's actual impact.

**153.** (B) Understanding the program in its complex, real-world context.
Naturalistic evaluation prioritizes understanding programs as they naturally occur in their complex, real-world environments. Rather than attempting to control variables in artificial laboratory settings, naturalistic evaluators observe social phenomena and participant interactions directly. This approach recognizes that agricultural extension activities are deeply influenced by diverse environmental, cultural, and socio-economic dynamics that shape localized outcomes.

**154.** (C) It may fail to answer specific questions of concern to program funders.
A major criticism of goal-free evaluation is its potential misalignment with stakeholder expectations. Since the evaluator deliberately avoids looking at predetermined goals, the resulting report may fail to address specific progress metrics or questions that program funders require for accountability. This mismatch can reduce the perceived utility of the evaluation for administrators who need to justify specific resource allocations.

**155.** (D) The specific funder or executive commissioning the evaluation.
The principal-oriented evaluation paradigm design prioritizes the informational needs of the specific funder, manager, or executive commissioning the study. Rather than focusing primarily on academic research or broad societal ideals, this approach structures the assessment process to deliver practical, actionable feedback that helps decision-makers determine whether a program is meeting their strategic operational requirements and financial expectations.

**156.** (A) Thick description and narrative case studies.
Evaluators employing a naturalistic approach typically produce reports characterized by thick descriptions and detailed narrative case studies. Because this paradigm seeks to capture qualitative nuances, human experiences, and contextual complexities, it relies on rich, descriptive language rather than isolated statistical values. This provides readers with a comprehensive, deep understanding of how the program functions within its unique setting.

**157.** (B) The systematic evaluation of an evaluation.
Meta-evaluation is defined as the systematic and objective appraisal of an evaluation process, design, or report. It serves as a quality control mechanism to determine whether a primary evaluation was conducted professionally, ethically, and rigorously. By evaluating the evaluation itself, stakeholders can assess the validity, reliability, and utility of the findings before using them for decision-making.

**158.** (B) Ensure the primary evaluation is of high quality, valid, and reliable.
The primary purpose of conducting a meta-evaluation is to safeguard the quality, validity, and reliability of the primary evaluation. By subjecting the evaluation design, data collection methods, and reporting standards to independent scrutiny, this process helps verify that the findings are trustworthy. It protects stakeholders from making critical decisions based on flawed, biased, or incomplete analytical results.

**159.** (A) The Joint Committee Standards
The Joint Committee on Standards for Educational Evaluation provides the most widely recognized global framework for conducting meta-evaluations. These standards categorize evaluation quality into utility, feasibility,

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propriety, accuracy, and accountability. Utilizing this structured framework allows meta-evaluators to systematically judge whether a primary study adhered to established professional criteria and ethical principles throughout its entire lifecycle.

**160.** (C) During the primary evaluation to improve its quality as it is being conducted.
Formative meta-evaluation is conducted dynamically while the primary evaluation is still active. Its main objective is to identify methodological weaknesses, procedural deviations, or ethical issues early enough to make necessary corrections. This real-time quality assurance process helps ensure that the final evaluation output meets the highest standards of accuracy, utility, and professional rigor before completion.

**161.** (D) Judge the merit of a completed evaluation.
Summative meta-evaluation is performed after the primary evaluation has been completed and its report finalized. The main goal is to deliver an independent, retrospective judgment regarding the overall merit, worth, and quality of the finished evaluation product. This retrospective analysis helps future users of the report determine the degree of trust they can place in the findings.

**162.** (C) Feasibility
Assessing whether a primary evaluation was completed on time and within the allocated budget directly relates to the feasibility standard. This criterion ensures that the evaluation procedures were practical, realistic, diplomatic, and frugal. An evaluation that exceeds its resource constraints or timelines fails to demonstrate operational feasibility, regardless of how theoretically advanced or comprehensive its design might be.

**163.** (B) Propriety
The propriety standard in meta-evaluation ensures that the primary evaluation was conducted legally, ethically, and with due regard for the welfare of those involved. It examines issues such as participant consent, confidentiality, conflict of interest, and fair treatment of stakeholders. Adhering to this standard confirms that the evaluators acted with high moral integrity throughout the study.

**164.** (D) Accuracy
The accuracy standard requires that an evaluation produce technically adequate and valid information. When an evaluator uses flawed statistical tests, biased sampling, or incorrect analytical methods that lead to wrong conclusions, the study fails this criterion. Ensuring accuracy is critical because decision-makers rely on these findings to guide resource allocations and policy developments in agricultural extension.

**165.** (A) An independent, external evaluator or audit team.
A rigorous summative meta-evaluation is typically conducted by an independent, external evaluator or a specialized audit team. This external positioning is essential to eliminate conflicts of interest and ensure complete objectivity. It provides stakeholders with an unbiased, neutral perspective on whether the primary evaluators followed professional standards and maintained technical accuracy throughout their research.

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**166.** (C) Utility
Evaluating whether a primary report addressed the actual information needs of its intended users is a test of utility. The utility standards ensure that an evaluation is informative, timely, and practical for stakeholders. An evaluation report that is technically perfect but fails to answer the critical questions of its primary users lacks meaningful utility and real-world value.

**167.** (A) It can be perceived as threatening by the primary evaluators.
A significant challenge in conducting meta-evaluations is that primary evaluators may perceive the process as threatening or overly critical. Because meta-evaluation subjects their professional work, methodology, and analytical choices to external scrutiny, it can generate defensive reactions. Overcoming this resistance requires establishing transparent, constructive communication channels that emphasize quality improvement rather than personal criticism.

**168.** (D) Any evaluation type, including formative, summative, quantitative, and qualitative designs.
Meta-evaluation is a highly versatile quality assurance tool that can be applied universally across all evaluation types. Whether a primary study is formative, summative, quantitative, qualitative, participatory, or experimental, it can be systematically appraised. This broad

obstacles, helping them design more effective, context-aware program strategies.

**206.** (B) I and III
Strengths are internal factors advantageous to an organization, while opportunities represent external environmental conditions that the organization can exploit to its advantage. Conversely, threats are external hazards rather than internal vulnerabilities. Therefore, only statements one and three are correct, accurately distinguishing between internal and external dimensions within the SWOT framework.

**207.** (A) Strength
A highly motivated and well-trained staff is classified as an internal strength in a SWOT analysis. Because this resource resides within the organization and provides a distinct operational advantage, it represents a core capability that the agency can leverage to design, implement, and manage its agricultural extension initiatives more effectively and professionally.

**208.** (C) External opportunity
A new government subsidy for agricultural technology is classified as an external opportunity within a SWOT matrix. This policy change originates outside the extension agency, but presents a favorable trend that the organization can leverage to accelerate technology adoption among farmers, thereby enhancing the overall reach and impact of its extension programs.

**209.** (D) To schedule and track program activities against a timeline.
The primary purpose of a Gantt chart in program management is to schedule and track activities against a timeline. This visual tool displays tasks as horizontal bars, showing start dates, durations, and end dates. It allows managers to monitor implementation progress, coordinate concurrent tasks, and ensure that the program remains on schedule throughout its lifecycle.

**210.** (C) Tasks; Time
In a standard Gantt chart, the vertical axis typically lists the specific tasks or activities to be completed, while the horizontal axis represents time. This layout allows program managers to visually map out when each task will begin, how long it will take to complete, and how different activities align chronologically over the project duration.

**211.** (B) A horizontal bar
In a Gantt chart, the duration of a task is visually represented by a horizontal bar. The left edge of the bar indicates the planned start date, while the right edge marks the scheduled completion date. The length of the bar corresponds directly to the total span of time allocated for executing that specific project activity.

**212.** (D) Do not show task interdependencies clearly.
A major limitation of standard Gantt charts is their inability to display complex task interdependencies clearly. While they excel at illustrating timelines and durations, they do not easily show how a delay in one task directly impacts downstream activities. This limitation led to the development of network diagramming techniques like PERT and CPM.

**213.** (C) ST (Maxi-Mini)
An ST strategy, or maxi-mini strategy, involves using an organization's internal strengths to minimize or avoid external environmental threats. In strategic planning, this approach allows an extension agency with strong internal capabilities, such as expert staff, to successfully navigate external hazards like changing regulatory environments or economic instability.

**214.** (C) Inadequate project budget
An inadequate project budget is considered an internal weakness in a SWOT analysis because it represents a constraint originating directly within the program or organization itself. Unlike external environmental factors such as inflation or climate patterns, the budget is an internal resource limitation that the management team must directly address to execute planned activities.

**215.** (A) Implementation
A Gantt chart is most actively utilized during the implementation phase of a program. During this stage, managers use the timeline to coordinate daily tasks, monitor progress against scheduled milestones, manage overlapping activities, and allocate resources efficiently, helping to ensure that all extension deliverables are completed on schedule.

**216.** (A) I, III and IV
Gantt charts are excellent for visualizing overlapping activities and mapping tasks directly against calendar dates. They are also simpler

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**178.** (C) KASA changes
When farmers acquire the capability or knowledge to calibrate a sprayer but have not yet implemented the behavior, the program has reached the level of KASA changes. This fifth level represents the acquisition of knowledge, attitudes, skills, or aspirations. It indicates successful learning, but highlights that further support may be required to translate this learning into field practice.

**179.** (B) Inputs
Evaluating the amount of funding, equipment, and staff time invested in an extension program is an assessment conducted at the inputs level of Bennett's model. This foundational level tracks the raw materials and resources dedicated to the project, allowing managers to calculate basic efficiency metrics and monitor budget compliance before assessing activities or outcomes.

**180.** (D) Links program activities to sequential short-term and long-term outcomes.
Bennett's hierarchy is highly valued in agricultural extension because it clearly links program activities to a logical sequence of short-term educational changes and long-term developmental outcomes. This structured framework allows extension professionals to trace the causal pathway from basic resource inputs to final environmental and socio-economic impacts, facilitating comprehensive program planning and systematic evaluation.

**181.** (A) Training and educational programs
Donald Kirkpatrick's evaluation model was originally designed to assess the effectiveness of training and educational programs. Developed in the corporate training sector, the model provides a structured framework for determining how participants react to instruction, what knowledge they acquire, how their on-the-job behavior changes, and what final organizational results are achieved as a consequence.

**182.** (B) Four
Kirkpatrick's evaluation model is composed of four distinct levels. These levels progress sequentially from immediate participant feedback to long-term organizational impacts. By utilizing this four-level structure, evaluators can systematically measure reaction, learning, behavior, and results, which helps build a comprehensive narrative of a training program's educational and operational efficacy.

**183.** (A) Reaction
Level one of Kirkpatrick's model measures reaction, which evaluates how participants respond to a training program. This assessment typically focuses on participant satisfaction with the course content, trainer effectiveness, materials, and learning environment. Positive reactions are important because they suggest that learners are engaged and motivated to absorb the educational material being presented.

**184.** (D) The increase in knowledge, skills, or attitude as a result of the training.
At level two of Kirkpatrick's model, learning is evaluated by measuring the increase in knowledge, skills, or changes in attitude resulting from a training program. This level determines what participants actually learned during the instruction, which is typically assessed using pre- and post-training tests, practical demonstrations, or other structured cognitive and skill-based assessments.

**185.** (B) Practice change
Level three in Kirkpatrick's model, which measures behavior, is equivalent to the practice change level in Bennett's hierarchy. Both concepts evaluate whether participants actually apply the newly acquired knowledge and skills to their daily work or farming activities. This transition from learning to application is critical for achieving tangible program benefits in real-world settings.

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**186.** (A) Both A and R are true and R is the correct explanation of A.
It is easier to measure Kirkpatrick's reaction level than the results level because reaction data can be gathered immediately post-training using simple feedback forms. Conversely, measuring results requires tracking complex, long-term organizational or community changes over extended periods. Therefore, both statements are true, and the reason accurately explains the difference in measurement difficulty.

**187.** (D) Immediate post-training feedback forms.
The tool most commonly used to measure level one of Kirkpatrick's model is the immediate post-training feedback form, often referred to as a reaction sheet. Administered right after a

interpreting the final outcomes and overall merits of the completed project, Product evaluation provides administrators with the evidence needed to decide whether to continue, replicate, expand, or terminate the agricultural extension intervention.

**132.** (D) Input evaluation
Assessing whether a chosen extension teaching method represents the most feasible and cost-effective strategy falls under Input evaluation. This stage is designed to evaluate alternative plans, budgets, and methodologies before implementation, ensuring that the selected approach is optimized to achieve the desired goals within the project's resource constraints.

**133.** (A) The issues and concerns of those affected by the program.
Stakeholder-focused evaluation models prioritize the specific issues, concerns, and values of those affected by or involved in the program, including local farmers, extension staff, and community leaders. By actively engaging diverse groups throughout the assessment process, these participatory models ensure that the evaluation is relevant, democratic, and culturally appropriate.

**134.** (C) Judging the quality and utility of a service for the end-user.
The consumer-oriented evaluation approach places primary importance on judging the quality, safety, and utility of an educational service or product for the end-user. The evaluator acts as an independent product tester, assessing the intervention's practical benefits to help farmers make informed decisions about adopting new agricultural technologies or practices.

**135.** (A) Professional judgment and peer review by subject-matter experts.
Expertise-oriented evaluation relies on professional judgment, credentials, and peer reviews conducted by independent subject-matter experts. This traditional approach uses external panels or institutional accreditation committees to evaluate the technical quality, curriculum standards, and overall performance of an extension program, providing qualitative assessments based on established professional benchmarks.

**136.** (A) Both A and R are true and R is the correct explanation of A.
The adversary-oriented evaluation model utilizes a structured, quasi-legal framework to present balanced, opposing viewpoints of a program. This approach assigns separate teams to act as advocates and critics, ensuring that both the strengths and weaknesses of an intervention are thoroughly debated before decision-makers, minimizing evaluator bias and clarifying complex policy issues.

**137.** (B) Institutional accreditation reviews
Institutional accreditation reviews represent a classic example of an expertise-oriented evaluation approach. This methodology relies on external panels of highly qualified subject-matter experts who conduct site visits, review documentation, and apply professional standards to judge the educational quality, structural capacity, and overall credibility of the extension institution.

**138.** (C) Courtroom trial or hearing
The adversary-oriented evaluation paradigm mimics the structure of a courtroom trial or public hearing. In this model, opposing arguments regarding the program's value are formally presented by "prosecuting" and "defending" evaluators before an independent judge or panel, ensuring a rigorous, transparent debate of all positive and negative evidence.

**139.** (D) is often confrontational, expensive, and highly time-consuming.
A primary disadvantage of the adversary-oriented evaluation model is that it is often confrontational, expensive, and highly time-consuming. The requirement to establish separate legalistic teams, prepare formal testimonies, and conduct structured hearings can exhaust project resources, strain staff relationships, and delay crucial administrative decision-making processes.

**140.** (A) Consumer advocate or product tester
In a consumer-oriented evaluation of an extension tool, such as a mobile farming app, the evaluator acts as an independent product tester or consumer advocate. They focus on evaluating the utility, ease of use, cost-effectiveness, and overall value of the application for the farmers, helping them make informed choices.

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and staff are inputs. Conducting a workshop is an activity. The number of participants trained and manuals distributed constitute outputs. Finally, the actual adoption of a new irrigation technique by farmers represents an outcome, demonstrating a clear behavioral change resulting from the program.

**197.** (A) Agents' time and expertise.
In a logic model for an agricultural extension program, inputs are the resources dedicated to making the program function. Extension agents' time and technical expertise are classic examples of inputs, alongside financial budgets and physical equipment. These resources are necessary because they enable the planning, development, and execution of educational activities for farmers.

**198.** (C) Level 5: KASA changes
Short-term outcomes in a logic model correspond directly to level five KASA changes in Bennett's hierarchy. Both concepts focus on immediate changes in knowledge, attitudes, skills, and aspirations among participants post-intervention. These educational shifts are the direct cognitive results of program outputs and are necessary steps before broader behavioral or practice changes can occur.

**199.** (A) Causal linkages (if-then relationships).
The arrows connecting elements in a visual logic model represent causal linkages or "if-then" relationships. They map the underlying program theory, showing how inputs lead to activities, which generate outputs, resulting in short-term outcomes that eventually produce long-term impacts. These pathways help evaluators test whether the logical chain of assumptions holds true in practice.

**200.** (D) Assume linear causation without accounting for complex external factors.
A major weakness of a poorly constructed logic model is the assumption of simple, linear causation. Real-world programs operate in dynamic environments where diverse external variables interact with project activities. Over-simplifying these relationships can cause planners to ignore complex external factors, leading to unrealistic expectations or a failure to anticipate critical implementation challenges.

**201.** (B) Impact
Increased regional food security represents a high-level, long-term societal and economic change, which is classified as an impact in a logic model. Impacts are the ultimate goals of development programs, representing sustainable improvements in community well-being that occur after short-term outcomes, such as practice adoption and yield increases, have taken root over time.

**202.** (C) Builds a shared stakeholder understanding of program theory.
The logic model is highly beneficial during the planning phase because it builds a shared understanding of program theory among stakeholders. By visually mapping how resources connect to goals, it helps align expectations, clarify assumptions, and foster consensus among project partners, ensuring everyone understands how and why the planned intervention is expected to work.

**203.** (D) Outputs
Outputs serve as the essential bridge between what a program does and the changes it seeks to achieve. While activities represent the actual work performed, outputs represent the immediate, tangible products of that work, such as completed workshops or distributed guides. Outputs are necessary because they make services available to participants, triggering subsequent outcomes.

**204.** (A) Variables outside the program's control.
External factors in a logic model refer to variables outside the program's direct control that can influence its implementation and outcomes. These include market forces, weather patterns, policy shifts, and socio-cultural dynamics. Identifying these variables is crucial because they shape the context in which a program operates and can either facilitate or hinder its ultimate success.

**205.** (B) Strengths, Weaknesses, Opportunities, and Threats.
SWOT analysis is a widely used strategic planning tool designed to evaluate the strengths, weaknesses, opportunities, and threats associated with an organization or project. By analyzing these four dimensions, managers can identify internal assets and vulnerabilities, as well as external favorable trends and potential

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applicability ensures that any evaluation design can benefit from a structured review against recognized professional standards and ethical guidelines.

**169.** (D) Seven
Claude Bennett's hierarchical framework consists of seven sequential levels designed to guide the evaluation of agricultural extension programs. This model provides a logical progression from basic program inputs up to long-term societal and economic results. It helps evaluators systematically track how resources are transformed into activities, how people engage, and how behavior changes lead to ultimate impacts.

**170.** (C) Inputs
The foundational first level of Bennett's hierarchy of evaluation is inputs. This level measures the resources allocated to a program, including financial funding, staff time, administrative support, equipment, and materials. Documenting inputs is essential because it establishes the baseline investment upon which all subsequent program activities, participant interactions, and community outcomes are built and sustained.

**171.** (D) Activities
In Bennett's hierarchy, the level that immediately follows inputs is activities. This second level focuses on what the extension program actually does with the allocated resources. It includes tasks such as organizing field days, conducting workshops, publishing educational newsletters, and distributing educational materials. Measuring activities helps verify that the planned work is being implemented.

**172.** (A) Knowledge, Attitudes, Skills, and Aspirations
In the context of Bennett's hierarchy, KASA represents changes in knowledge, attitudes, skills, and aspirations. These elements are measured at the fifth level of the model to evaluate the short-term educational impacts of an extension program on participants. Documenting these internal cognitive and emotional changes is critical because they serve as necessary precursors to actual behavioral modifications.

**173.** (B) Level 3: People involvement
Measuring the number of farmers who attended an extension field day occurs at the third level of Bennett's hierarchy, which is people involvement. This level goes beyond documenting program activities to evaluate participant engagement and demographics. It tracks who was reached by the program, ensuring that the intended target audience is actively participating in the scheduled activities.

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**174.** (B) KASA changes
Practice and behavior change, situated at the sixth level of Bennett's hierarchy, occurs immediately after KASA changes. This logical sequence dictates that participants must first experience gains in knowledge, attitudes, skills, or aspirations before they can successfully modify their physical actions or farming practices in the field. Thus, KASA changes are the direct foundation for behavioral adoption.

**175.** (A) End results and impact.
The seventh and ultimate level of Bennett's hierarchy represents end results and impact. This level measures the long-term societal, economic, and environmental consequences of the extension program, such as increased agricultural productivity, higher household incomes, or improved resource conservation. It provides the final evidence regarding whether the program achieved its ultimate developmental purpose.

**176.** (C) Evidence of program impact becomes stronger but more difficult to measure as you move up.
The progression through Bennett's hierarchy is characterized by a trade-off between evidence strength and measurement difficulty. As evaluators move up the seven levels toward end results, the evidence of actual program impact becomes significantly stronger and more persuasive. However, gathering this data also becomes progressively more complex, costly, and subject to external confounding variables.

**177.** (A) Level 4: Reactions
Evaluating how farmers feel about an extension publication or workshop maps directly to the fourth level of Bennett's hierarchy, which is reactions. This level assesses participant satisfaction, interest, and immediate feedback regarding the quality of the activities and materials. Positive reactions are important because they indicate that participants are receptive to learning and future engagement.

to construct than complex PERT networks. However, they do not calculate the critical path mathematically. Therefore, statements one, three, and four are correct, representing the practical features and advantages of Gantt charts in project scheduling.

**217.** (B) Programme Evaluation and Review Technique
PERT stands for Programme Evaluation and Review Technique. It is a highly structured network analysis method developed to analyze and represent the tasks involved in completing a complex project. By mapping activities as a network of dependent events, PERT helps project managers schedule, coordinate, and monitor tasks, particularly when task durations are uncertain.

**218.** (C) Event
Fundamentally, PERT is described as an event-oriented network technique. This means that the nodes in a PERT diagram represent specific, identifiable events or milestones, such as the start or completion of a task. This contrasts with activity-oriented techniques, focusing attention on critical milestones that signal project progress and completion.

**219.** (D) Probabilistic
Because task durations in complex research and development projects are often highly uncertain, PERT utilizes a probabilistic approach to time estimation. Instead of assuming a single fixed duration for each task, it incorporates probability distributions to calculate expected timelines, allowing managers to assess the likelihood of completing the project by specific target dates.

**220.** (C) Three
To calculate the expected duration of an activity under conditions of uncertainty, PERT requires three separate time estimates. These three values help account for variability in task execution, enabling a more realistic, statistically grounded calculation of the expected completion time rather than relying on a single, deterministic estimate.

**221.** (B) Optimistic, likely, pessimistic
The three time estimates used in PERT are the optimistic time, the most likely time, and the pessimistic time. Optimistic represents the minimum time required if everything goes perfectly. Most likely represents the normal duration under average conditions. Pessimistic represents the maximum time required if major obstacles are encountered during execution.

**222.** (B) $t_e = \frac{t_o + 4t_m + t_p}{6}$
The expected time in PERT is calculated using a weighted average formula that assigns more weight to the most likely duration. The formula divides the sum of the optimistic time, four times the most likely time, and the pessimistic time by six, which assumes a beta probability distribution for the task duration.

**223.** (A) The start or completion of activities.
In a PERT network diagram, events represented by nodes denote the start or completion of specific activities. Events are instantaneous points in time that consume neither time nor physical resources. They serve as critical milestones, marking the boundaries of project tasks and helping to define the logical sequence and dependencies of the work breakdown.

**224.** (D) A novel, complex research project with uncertain timelines.
The PERT technique is most suitable for novel, complex research and development projects characterized by highly uncertain task durations. Because these projects lack historical precedents, deterministic scheduling is unreliable. PERT's probabilistic three-time estimate approach allows managers to model timeline variability and calculate completion probabilities for unique, non-repetitive initiatives.

**225.** (D) The probability of timely project completion.
In PERT methodology, the variance of an activity's duration is calculated to help assess the probability of timely project completion. By summing the variances of activities along the critical path, managers can determine the standard deviation of the overall project duration, enabling them to calculate the statistical likelihood of meeting scheduled deadlines.

**226.** (A) I, III, IV and V
PERT is characterized as an event-oriented technique designed for non-repetitive projects, and it assumes a beta probability distribution. It was originally developed for the Polaris missile project to manage high levels of schedule uncertainty. Since it does not use a single

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of the extension program. Sensitivity ensures that even minor, localized improvements in target variables can be detected.

**248.** (D) Baseline and endline data with a control group.
A robust ex-post impact assessment usually requires baseline and endline data collected from both a treatment group and a control group. Having data from two points in time across both groups allows evaluators to establish a credible counterfactual, control for confounding factors, and isolate the true net impact of the intervention.

**249.** (B) Increase in average household net income.
An increase in average household net income is a classic economic impact indicator. Unlike physical indicators like soil quality or behavioral indicators like technology adoption, household income directly measures the monetary well-being and financial progress of the farming families, illustrating the high-level economic returns generated by the extension project.

**250.** (C) Modeling and forecasting.
Ex-ante impact assessment relies heavily on modeling and forecasting techniques. Since the intervention has not yet occurred, evaluators use mathematical models, historical data, and predictive simulations to estimate the potential outcomes of proposed activities. This predictive approach helps planners compare different design scenarios before investing resources.

**251.** (D) Proving observed changes were caused by the project.
The attribution problem in impact assessment refers to the challenge of proving that observed changes in beneficiary welfare were directly caused by the project. In complex agricultural environments, external factors like weather, market prices, and other government policies also influence outcomes. Isolating the project's unique contribution from these confounding variables is difficult.

**252.** (A) Confounding factor
A national rise in crop prices during an extension project is classified as a confounding factor. Because this price increase originates outside the program, it can artificially inflate farmer incomes. Evaluators must isolate and account for this external variable to avoid overestimating the economic impact directly attributable to the extension activities.

**253.** (B) Social consequences of planned interventions.
Social Impact Assessment focuses on evaluating the social consequences of planned interventions. It analyzes how infrastructure projects, policies, or extension programs affect human communities. This process identifies potential changes in local culture, community cohesion, gender dynamics, and quality of life, helping to design strategies that maximize positive social outcomes and minimize harms.

**254.** (B) Changes in employment and community structures.
Changes in employment and community structures are standard socio-economic variables measured in a Social Impact Assessment. While environmental studies evaluate physical ecosystems, social impact assessments analyze how developmental interventions alter human livelihoods, social networks, demographic distributions, and local institutional arrangements, ensuring that human well-being is prioritized during project planning.

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**255.** (A) Environmental Impact Assessments (EIA).
The concept of Social Impact Assessment became institutionalized globally in close association with Environmental Impact Assessments. As regulatory frameworks evolved, planners realized that environmental changes directly affect human communities. Consequently, assessing social consequences became a mandatory component of comprehensive impact evaluation processes for large-scale public and private development projects.

**256.** (A) I, III, II, IV
The correct sequential order of stages in a Social Impact Assessment begins with scoping and profiling the affected community. Next, evaluators predict the potential social impacts. Based on these predictions, they formulate mitigation measures to reduce negative consequences. Finally, they establish monitoring and management protocols to oversee the project's social performance over time.

**257.** (D) Identify social issues and affected populations.
Scoping in a Social Impact Assessment serves to identify the critical social issues, stakeholders, and affected populations associated with a proposed

by injecting additional resources, such as labor or equipment. This process incurs extra costs but allows managers to meet tighter deadlines by systematically accelerating the specific tasks that directly dictate the overall project timeline.

**238.** (B) Forward pass
In a CPM network diagram, the earliest start time of each activity is determined by conducting a forward pass through the network. Starting from the initial node, this calculation proceeds chronologically to the end node, adding activity durations to determine the earliest possible times that each subsequent task can begin and finish.

**239.** (A) Backward pass from the end node.
To calculate the latest allowable start or finish times in a CPM network, you must perform a backward pass starting from the end node. This calculation moves in reverse chronological order, subtracting activity durations to determine the latest times that each task can be completed without delaying the overall project deadline.

**240.** (B) 2 days
The total float of an activity is calculated by subtracting its earliest start time and its duration from its latest finish time. With an earliest start time of five days, a duration of three days, and a latest finish time of ten days, the calculation yields a total float of two days.

**241.** (D) Broad, long-term socio-economic and environmental changes.
In agricultural extension, impact is formally conceptualized as broad, long-term socio-economic and environmental changes. This goes beyond immediate outputs like training sessions and intermediate outcomes like practice adoption. It encompasses sustainable improvements in community welfare, regional food security, household incomes, or environmental conditions that materialize years after program implementation.

**242.** (C) Establishing causality and attribution.
The key element that fundamentally separates impact assessment from routine monitoring is establishing causality and attribution. While monitoring tracks program activities and immediate outputs over time, impact assessment seeks to prove that observed changes in beneficiary well-being were directly caused by the intervention rather than by external confounding factors.

**243.** (B) What would have occurred to beneficiaries without the intervention.
The counterfactual represents what would have happened to the program beneficiaries in the absence of the intervention. Establishing a credible counterfactual is essential for rigorous impact assessment, as it serves as the baseline comparison for measuring the true net effect directly attributable to the agricultural extension program.

**244.** (D) Before implementation, to predict impacts.
Ex-ante impact assessment is conducted prior to program implementation. Its primary purpose is to forecast or predict the potential social, economic, and environmental impacts of proposed policy options or project designs. This forward-looking analysis helps decision-makers select the most beneficial interventions and optimize resource allocation before funding is committed.

**245.** (A) Document actual impacts achieved post-completion.
The primary purpose of ex-post impact assessment is to document the actual impacts achieved after a project has been completed. Conducted years post-closure, this evaluation measures the long-term, sustainable changes in target populations, verifying whether the initial predictions were realized and providing valuable lessons for future program designs.

**246.** (A) P-2, Q-4, R-1, S-3
Ex-ante refers to assessment conducted prior to an intervention. Ex-post indicates assessment conducted after completion. Attribution involves linking observed impacts strictly to the project's activities. Finally, the counterfactual describes what would have occurred without the project. Correctly aligning these core concepts is essential for designing a methodologically sound impact evaluation framework.

**247.** (A) Sensitive enough to capture project-induced changes.
Defining rigorous impact criteria requires selecting indicators that are sensitive enough to capture project-induced changes. If indicators are too broad or influenced by unrelated external variables, they will fail to reflect the true effects

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deterministic estimate, statements one, three, four, and five are correct.

**227.** (B) Consumes neither time nor resources, indicating logical precedence.
A dummy activity in a PERT network diagram is an artificial link that consumes neither time nor resources. It is represented by a dashed arrow and is used solely to establish logical precedence or dependancy relationships between events that do not have a direct task between them, maintaining the integrity of the network logic.

**228.** (D) Project activity uncertainty
In PERT, the difference between the pessimistic and optimistic time estimates relates directly to project activity uncertainty. A wider gap between these two estimates indicates a higher level of unpredictability and risk regarding how long the task will actually take, whereas a narrow gap suggests that the duration is relatively predictable and stable.

**229.** (A) Critical Path Method
CPM stands for Critical Path Method. Developed in the late nineteen-fifties, this network analysis technique is used to plan, schedule, and manage complex, highly repetitive projects. It identifies the sequence of tasks that determines the shortest possible duration of a project, allowing managers to optimize schedules and allocate resources efficiently.

**230.** (C) Activity
Unlike PERT, which is event-oriented, CPM is primarily considered an activity-oriented network technique. In a CPM diagram, the focus is placed directly on the project tasks themselves, which consume time and resources. This approach is well-suited for industrial and construction projects where the specific operations and their resource requirements are highly standardized.

**231.** (A) Deterministic
CPM utilizes a deterministic approach for estimating activity times. This method assumes that task durations can be predicted with a high degree of certainty based on historical data and experience. Consequently, CPM relies on a single, fixed time estimate for each activity rather than modeling time probabilistically as is done in the PERT technique.

**232.** (D) The longest sequence of activities determining project duration.
The critical path in a CPM network is defined as the longest sequence of dependent activities through the project. This path determines the minimum total duration required to complete the entire project. Any delay in an activity on this path will directly delay the final completion date, making it the primary focus of project control.

**233.** (B) They have zero slack (or float).
The defining characteristic of activities on the critical path is that they have zero slack or float. This means there is no flexibility in their scheduling, and they must start and finish exactly as planned. Any delay in these specific tasks will immediately cause a corresponding delay in the overall project completion date.

**234.** (C) The time an activity can be delayed without delaying the project.
In CPM, slack or float refers to the amount of time that a non-critical activity can be delayed without causing a delay to the overall project completion date. Having float provides managers with operational flexibility, allowing them to redirect resources or adjust schedules without impacting the final project deadline.

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**235.** (D) Managing time-cost trade-offs (crashing).
A central focus of CPM is managing time-cost trade-offs, a process known as crashing. This involves identifying which critical path activities can be shortened by adding additional resources, thereby reducing total project duration at the lowest possible cost. This systematic optimization of time and budget is not explicitly handled by basic PERT.

**236.** (C) A is true but R is false.
Delaying any activity on the critical path will delay the overall project completion time, making the assertion true. However, the reason is false because activities on the critical path have zero float, not maximum float. Therefore, while the first statement is correct, the explanatory statement is mathematically incorrect regarding network path characteristics.

**237.** (B) Reducing critical activity durations by adding costly resources.
Crashing a project in CPM methodology involves reducing the duration of critical path activities

project. This early planning phase establishes the boundaries of the assessment, ensuring that the study focuses on the most significant social vulnerabilities and community concerns rather than wasting resources on irrelevant factors.

**258.** (C) Social Impact Assessment (SIA)
Evaluating how displacing farming families affects their cultural identity and social networks is a core component of a Social Impact Assessment. While financial audits track monetary costs, this qualitative assessment focuses on the human dimensions of displacement, identifying social disruptions and helping planners design appropriate resettlement and cultural preservation strategies.

**259.** (B) Developing strategies to minimize or avoid adverse social impacts.
Mitigation in the context of Social Impact Assessment involves developing targeted strategies to minimize, avoid, or compensate for adverse social impacts caused by a project. This proactive step ensures that negative consequences, such as displacement, loss of livelihood, or cultural disruption, are actively managed and mitigated to protect the welfare of the affected population.

**260.** (D) Vulnerable or marginalized groups directly affected by the project.
Including vulnerable or marginalized groups in the primary data collection of a Social Impact Assessment is critical. These populations are often disproportionately affected by project-induced disruptions. Engaging them directly ensures that their unique needs, concerns, and local knowledge are integrated into the planning process, promoting equity and preventing involuntary marginalization.

**261.** (A) Differential impacts across gender, class, and ethnicity.
Recognizing that social impacts are distributed unequally highlights the need to assess differential impacts across gender, class, and ethnicity. A project may benefit some groups while harming others. Conducting subgroup analyses ensures that negative impacts on marginalized demographics are identified, allowing planners to design equitable mitigation measures that protect all community members.

**262.** (C) Comparing baseline profile with proposed changes.
Predicting social impacts relies on comparing the baseline community profile with the proposed project changes. By analyzing current socio-economic conditions alongside the technical details of the planned intervention, evaluators can logically estimate how the project will disrupt or enhance local livelihoods, social networks, and community institutions over time.

**263.** (A) Participatory appraisal and focus groups.
Social Impact Assessment methodologies heavily favor participatory appraisal techniques and focus groups to capture complex social dynamics. Because social realities are deeply subjective and context-dependent, structured group discussions and participatory mapping allow evaluators to gather rich, qualitative data directly from community members, ensuring their lived experiences shape the final assessment.

**264.** (D) Formulate mitigation strategies or alternatives.
If an assessment concludes that an extension policy will disadvantage female-headed households, the immediate next step is to formulate mitigation strategies or design project alternatives. This proactive response aims to redesign the policy parameters or insert targeted support mechanisms that protect vulnerable groups, ensuring that the final intervention is socially equitable.

**265.** (B) A comprehensive description of how and why change is expected to occur.
A Theory of Change is a comprehensive description of how and why a desired change is expected to occur in a specific context. It maps out the logical pathways linking long-term goals to intermediate outcomes, preconditions, and activities, while explicitly articulating the underlying assumptions that justify the program's strategic approach.

**266.** (C) ToC maps complex causal pathways and assumptions; LFA is typically more linear.
A Theory of Change differs from a standard Logical Framework because it maps complex, non-linear causal pathways and explicit assumptions. While the Logical Framework is typically a rigid, linear matrix connecting inputs to activities and outputs, a Theory of Change

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provides a flexible, narrative conceptualization of how change unfolds in dynamic environments.

**267.** (D) Outcomes that must occur before subsequent outcomes can happen.
In Theory of Change methodology, preconditions are intermediate outcomes that must occur before subsequent outcomes can happen. They represent the necessary building blocks along the pathway of change. Identifying preconditions helps evaluators understand the logical sequencing of events required to successfully achieve the program's ultimate, long-term developmental goals.

**268.** (A) By what causal process does A lead to B?
Articulating impact mechanisms in a Theory of Change primarily answers the question of by what causal process one event leads to another. It unpacks the underlying logic and behavioral shifts that connect activities to preconditions, explaining the human, social, or organizational dynamics that drive progress along the pathway of change.

**269.** (B) Pathway of change
A visual representation of a Theory of Change, illustrating the causal linkages between preconditions, activities, and the ultimate goal, is called a pathway of change. This graphical map helps stakeholders visualize the logical progression of outcomes, making it easier to communicate program theory, identify critical assumptions, and plan targeted evaluation strategies.

**270.** (B) The ultimate long-term goal.
Developing a Theory of Change usually begins by identifying the ultimate, long-term goal of the program. Once this destination is clearly defined, planners can work backward to map the necessary preconditions and activities required to achieve it. This goal-first approach ensures that all program elements remain aligned with the primary developmental objective.

**271.** (A) Working backward from the long-term goal to identify preconditions.
Backwards mapping in a Theory of Change involves working backward from the long-term goal to identify the necessary preconditions. By asking what conditions must exist for the ultimate goal to be realized, planners systematically uncover the chain of intermediate outcomes required, ensuring that activities are directly linked to necessary precursors of success.

**272.** (C) Actions the program will take to achieve preconditions.
In a Theory of Change, interventions or activities are placed on the pathway map to show the specific actions the program will take to achieve its identified preconditions. This placement demonstrates the functional purpose of each activity, clarifying how program resources are intended to trigger the intermediate outcomes that drive progress toward the ultimate goal.

**273.** (D) Explicit beliefs about why the causal pathway will work.
Assumptions in a Theory of Change are the explicit beliefs about why the proposed causal pathways will work. They explain the logic connecting preconditions to subsequent outcomes. Articulating these beliefs is crucial because it allows evaluators to test whether the internal reasoning of the program holds true when subjected to empirical field testing.

**274.** (C) Providing a theoretical framework to test data and trace causality.
A robust Theory of Change helps evaluators by providing a theoretical framework to test empirical data and trace causality. By mapping out the expected pathway of change, it guides the selection of indicators and data collection methods, allowing researchers to verify whether the intermediate links in the causal chain occurred as predicted.

**275.** (B) A key assumption in the causal logic was likely flawed.
When evaluation data shows a precondition was met but the subsequent outcome was not achieved, it indicates that a key assumption in the causal logic was likely flawed. This gap reveals that the theoretical link connecting the two outcomes did not function as expected in the field, helping evaluators refine the program theory.

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**276.** (A) II, I, V, IV, III
The correct sequential order for creating a Theory of Change begins with identifying the long-term goal. Next, planners map the causal pathways backwards. They then identify the appropriate interventions, articulate the underlying assumptions, and finally develop

specific indicators to measure progress along each stage of the mapped pathway of change.

**277.** (A) Eliminate selection bias by randomly assigning participants to groups.
Randomized Control Trials are considered the gold standard in quantitative impact assessment because they eliminate selection bias by randomly assigning participants to treatment or control groups. This randomization ensures that both groups are statistically identical in both observable and unobservable characteristics, allowing any difference in final outcomes to be attributed solely to the intervention.

**278.** (C) Does not receive the intervention, serving as the counterfactual.
In a Randomized Control Trial evaluating an extension intervention, the control group does not receive the intervention. This group serves as the counterfactual, representing what would have happened to the beneficiaries without the program. Comparing the outcomes of the treatment group against this control group isolates the true net impact of the intervention.

**279.** (A) Pre-post change in treatment group versus control group.
Difference-in-Differences is a quasi-experimental method that calculates program impact by comparing the pre-post change in the treatment group against the pre-post change in the control group. By subtracting the natural temporal trend observed in the control group from the total change in the treatment group, it isolates the true net effect of the intervention.

**280.** (D) Parallel trends assumption.
A critical assumption required for the Difference-in-Differences method to be valid is the parallel trends assumption. This assumes that in the absence of the intervention, the treatment and control groups would have followed the same trajectory over time. Verifying this assumption is essential to ensure that estimated impacts are not biased by divergent baseline trends.

**281.** (B) Matching treated and non-treated units with similar characteristics.
Propensity Score Matching addresses selection bias by matching treated and non-treated units that exhibit highly similar observable characteristics. This statistical technique creates a comparable synthetic control group from non-participants, allowing evaluators to mimic the conditions of an experimental design when random assignment is not possible or ethical in the field.

**282.** (C) Probability of treatment assignment based on observed covariates.
The propensity score represents the probability of an individual unit being assigned to the treatment group based on their observed baseline covariates. By condensing multiple characteristics into a single probability score, evaluators can match treated and untreated units with similar scores, thereby reducing selection bias in non-experimental studies.

**283.** (D) It is unethical or impossible to randomly deny the intervention.
A Randomized Control Trial cannot be used if it is unethical or impossible to randomly deny the intervention to a portion of the population. For example, denying critical agricultural aid during a crisis is ethically unacceptable. In such cases, evaluators must rely on quasi-experimental designs to assess program impact without compromising ethical responsibilities.

**284.** (A) Difference-in-Differences (DiD)
The Difference-in-Differences method is most appropriate when an intervention was not randomly assigned, but baseline and endline data exist for both participants and non-participants. This quasi-experimental design allows evaluators to control for time-invariant unobserved differences between the groups, offering a rigorous way to estimate net impact using available longitudinal data.

**285.** (B) Comparing average outcomes of matched groups.
In Propensity Score Matching, after treatment and control units are matched based on their propensity scores, the impact is estimated by comparing the average outcomes of these matched groups. Since the matched units are statistically similar across observed characteristics, any difference in their average outcomes can be attributed to the intervention.

NODIA

**286.** (A) Observable characteristics, leaving hidden bias from unobservable variables.
A major limitation of Propensity Score Matching is that it can only control for observable characteristics, leaving potential

hidden bias from unobservable variables. Factors such as motivation, individual skills, or social connections cannot be easily measured. If these unobserved factors influence both participation and outcomes, the estimated program impact may remain biased.

**287.** (A) DiD
The Difference-in-Differences design fundamentally requires data from two points in time across two groups to calculate the difference of the differences. By comparing the pre-post change of the treatment group to that of the comparison group, this quasi-experimental method controls for constant unobserved differences, providing a robust estimate of program impact.

**288.** (C) Average Treatment Effect.
If a Randomized Control Trial is flawlessly executed, the difference in average outcomes between the treatment and control groups represents the Average Treatment Effect. Because randomization eliminates selection bias, this difference can be confidently attributed to the intervention, providing a highly reliable estimate of the average impact of the program on the target population.

**289.** (D) Participatory, qualitative monitoring and evaluation.
The Most Significant Change technique is a participatory, qualitative monitoring and evaluation method. It involves the systematic collection and selection of stories of change from the field. Unlike traditional quantitative approaches, it relies on stakeholder dialogue and story analysis to understand program impact, making it highly effective for capturing complex and unexpected social changes.

**290.** (C) Stories of change
The fundamental unit of data collection in the Most Significant Change approach is stories of change. These are personal accounts written by participants or field staff describing significant changes they have experienced. These narratives provide rich, contextual qualitative data that helps evaluators understand the real-world human impact of agricultural extension programs beyond mere statistics.

**291.** (B) Indicators
The Most Significant Change technique is sometimes referred to as monitoring without indicators. Instead of using predefined quantitative metrics to measure success, this qualitative method focuses on identifying significant outcomes through the organic collection and structured selection of personal stories of change. This allows unexpected impacts to emerge naturally during the evaluation process.

**292.** (D) Panels of stakeholders through systematic selection.
In the Most Significant Change methodology, panels of stakeholders at different organizational levels decide which stories represent the most significant changes. Through systematic reading, discussion, and selection, these panels filter the collected narratives. This process fosters dialogue about program values and ensures that multiple perspectives are represented in the final evaluation.

**293.** (A) How and why an impact occurred in a specific real-world context.
Case studies in impact assessment are particularly useful for answering questions related to how and why an impact occurred within a specific real-world context. By exploring phenomena in depth, case studies uncover the complex social mechanisms, operational processes, and localized factors that influenced the outcomes, providing valuable contextual insights that quantitative metrics cannot capture.

**294.** (C) PRA Resource Map
A participatory impact assessment tool designed to help communities map their local resources and visualize changes is the Participatory Rural Appraisal Resource Map. This interactive tool encourages community members to draw their local geography, identifying resources and documenting environmental or structural changes, ensuring local knowledge and perspectives are central to the evaluation.

**295.** (A) They uncover unexpected impacts and capture complex social dynamics.
A primary strength of qualitative impact assessment methodologies is their ability to uncover unexpected impacts and capture complex social dynamics. Because these approaches do not restrict data collection to

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predefined indicators, they allow participants to highlight unanticipated outcomes and explain the cultural, behavioral, and relational changes triggered by the agricultural program.

**296.** (D) Multiple sources of evidence for triangulation.
When employing case study methodology in evaluation, the evaluator typically relies on multiple sources of evidence for triangulation. This includes combining interviews, observations, documents, and physical artifacts. Triangulation enhances the validity and reliability of the qualitative findings, ensuring a comprehensive and robust understanding of the program within its specific context.

**297.** (B) Discover shared values and definitions of success.
In the Most Significant Change technique, structured dialogue and debate among stakeholders over story selection serve to discover shared values and definitions of success. By discussing which changes are most significant and why, participants clarify their expectations, align their program goals, and build a collective understanding of what constitutes meaningful development.

**298.** (C) Centers the knowledge and empowerment of the local community.
Participatory assessment tools like wealth ranking or historical timelines are utilized to ensure that the evaluation centers the knowledge and empowerment of the local community. By actively involving residents in data generation and analysis, these methods democratize the evaluation process, fostering local ownership and capturing nuanced perspectives on program performance.

**299.** (D) Lack a statistical counterfactual to prove attribution.
A weakness often attributed to qualitative techniques by traditional economists is that they lack a statistical counterfactual to prove attribution. Without a matched control group or randomized design, qualitative methods cannot mathematically isolate the program's net effect from external confounding factors, making it harder to prove causality with numerical precision.

NODIA

**300.** (A) Using mixed methods integrating quantitative tools for measurement and qualitative tools for context.
To conduct a highly rigorous impact assessment of a complex extension program, best practice recommends using mixed methods that integrate quantitative tools for measurement and qualitative tools for context. This complementary approach combines the statistical precision of quantitative designs with the explanatory depth of qualitative data, ensuring a robust, comprehensive evaluation of program outcomes.

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# CHAPTER 07

# Extension Management and Organizational Behaviour

2007

**1.** Which of the following best defines the primary objective of public administration?
(A) Maximizing shareholder profit
(B) Implementing government policy and serving the public
(C) Enhancing corporate market share
(D) Facilitating international trade agreements

2002

**2.** How does extension administration primarily differ from general business management?
(A) It relies primarily on a completely flat organizational structure.
(B) It avoids the integration of structured administrative feedback.
(C) It is conducted exclusively by private non-governmental agencies.
(D) It focuses on rural education and community development rather than profit maximization.

2012

**3.** What is the core characteristic that distinguishes business management from public administration?
(A) Focus on generating measurable financial profit
(B) Emphasis on social welfare
(C) Strict adherence to bureaucratic red tape
(D) Implementation of adult education programs

2002

**4.** In the context of administration, which statement INCORRECTLY describes public administration?
(A) It operates within a political environment.
(B) It is subjected to public scrutiny.
(C) Its primary goal is optimizing commercial efficiency for private owners.
(D) It aims to provide services to the citizens.

2007

**5.** Consider the following statements regarding extension administration:
I. It is an educational process.
II. It operates primarily for profit generation.
III. It aims to change the behavior of rural people.
Which of the above statements is/are correct?
(A) I and II
(B) I and III
(C) II and III
(D) I, II and III

2012

**6.** Which concept is most relevant to business management but less central to extension administration?
(A) Social equity
(B) Community mobilization
(C) Capacity building
(D) Return on Investment (ROI)

2004

**7.** According to Frederick Taylor, what is the primary goal of Scientific Management?
(A) Improving human relations and worker satisfaction in the workplace
(B) Maximizing workplace efficiency through systematic time and motion studies
(C) Establishing a highly rigid and centralized hierarchical bureaucracy
(D) Decentralizing operational decision-making to lower-level employees

2002

**8.** Which of the following is NOT one of Henri Fayol's 14 Principles of Management?
(A) Unity of Command
(B) Esprit de Corps
(C) Mental Revolution
(D) Remuneration

2025

**9.** Max Weber's bureaucratic theory emphasizes which of the following characteristics?
(A) Informal communication networks
(B) Flexible job descriptions
(C) Participative decision-making
(D) Impersonality and strict rules

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2014

**10.** Which statement is an accurate inference about Fayol's Administrative Theory?
(A) It coordinates the entire organization using a top-down approach.
(B) It focuses primarily on maximizing shop-floor manufacturing efficiency.
(C) It rejects division of labor and advocates generalized job roles.
(D) It relies heavily on psychological and emotional employee counseling.

2019

**11.** Which option correctly identifies a disadvantage of Weber's Bureaucratic model?
(A) It reduces opportunities for specialization.
(B) It promotes excessive bureaucratic red tape and operational rigidity.
(C) It ensures clear, unambiguous hierarchical lines of authority.
(D) It bases hiring and promotion strictly on technical qualifications.

2001

**12.** Taylor's concept of "functional foremanship" violates which of Fayol's principles?
(A) Unity of Direction
(B) Unity of Command
(C) Equity
(D) Order

2008

**13.** The Hawthorne Studies, led by Elton Mayo, fundamentally shifted management thought towards which approach?
(A) Human Relations Movement
(B) Systems Approach
(C) Quantitative Management
(D) Contingency Theory

2017

**14.** What is the core premise of the Contingency approach to management?
(A) There is a single universal method to manage every organization.
(B) Organizations are closed systems that operate independently of their environments.
(C) Management practices must adapt to fit each specific situational context.
(D) Productivity depends primarily on offering higher monetary compensation.

2012

**15.** Consider the following statements regarding the Systems approach to management:
I. It views the organization as a unified, purposeful system.
II. It considers the organization as a closed system isolated from its environment.
III. It emphasizes synergy, where the whole is greater than the sum of its parts.
IV. It ignores subsystem interactions.
Which of the above statements is/are INCORRECT?
(A) I and III (B) II and IV
(C) I, II and III (D) II, III and IV

NODIA

2018

**16.** The "Hawthorne Effect" refers to:
(A) A sudden decrease in operational efficiency caused by substandard lighting conditions.
(B) The growing tendency of factory workers to organize themselves into formal labor unions.
(C) Increased worker productivity caused by the psychological effect of being observed.
(D) The systematic standardization of manual tools designed to increase physical output.

2011

**17.** Which modern management school focuses on mathematical models and statistical techniques to solve problems?
(A) Behavioral School of Management and human relations
(B) Management Science and the Quantitative Approach
(C) Neo-classical School of organizational psychology
(D) Administrative School of classic management theory

2023

**18.** In systems theory, what is "entropy"?
(A) The natural tendency of a system to steadily grow, adapt, and expand over time.
(B) The continuous process of receiving and integrating feedback from the external environment.
(C) The collaborative synergy created by the dynamic interaction of internal subsystems.
(D) The universal tendency of a system to steadily run down, decay, and dissolve if left alone.

2016

**19.** In POSDCORB, what does the "S" stand for?
(A) Staffing
(B) Strategy
(C) Structuring
(D) Supervising

supervisors, and customers.
(B) relying primarily on performance feedback collected from the immediate supervisor.
(C) conducting a subjective self-evaluation filled out by the employee.
(D) hiring external independent consultants to assess individual performance.

2012
**94.** The "Leniency Error" in performance appraisal occurs when a rater:
(A) Rates everyone as average to avoid conflict.
(B) rates an employee based primarily on their most recent performance.
(C) Consistently rates employees higher than they deserve.
(D) Judges an employee based on a single negative trait.

2018
**95.** Match the performance appraisal errors in List I with their corresponding descriptions in List II:
**List I :** Appraisal Errors
P. Halo Error
Q. Central Tendency
R. Recency Error
S. Contrast Error
**List II :** Descriptions
1. Rating based on comparison with other employees rather than standards
2. Rating everyone near the midpoint
3. Letting one positive trait influence the entire evaluation
4. Weighing recent events heavier than past performance
(A) P-3, Q-2, R-4, S-1
(B) P-2, Q-3, R-1, S-4
(C) P-1, Q-4, R-3, S-2
(D) P-3, Q-4, R-2, S-1

2010
**96.** In Stephen Covey's Time Management Matrix, Quadrant II focuses on tasks that are:
(A) Urgent and Important
(B) Urgent but Not Important
(C) Not Urgent but Important
(D) Not Urgent and Not Important

2022
**97.** Which type of performance appraisal method compares each employee against every other employee?
(A) Graphic Rating Scale
(B) Paired Comparison Method
(C) Critical Incident Method
(D) Essay Method

2016
**98.** Management by Objectives (MBO) was primarily popularized by:
(A) Michael Porter
(B) Henri Fayol
(C) W. Edwards Deming
(D) Peter Drucker

2015
**99.** The core philosophy of Total Quality Management (TQM) is:
(A) Securing continuous process improvement driven by long-term customer satisfaction.
(B) Prioritizing the maximization of short-term quarterly financial profits for shareholders.
(C) Relying primarily on post-production final product quality inspections.
(D) Centralizing operational and strategic decision-making to the executive level.

2008
**100.** In the MBO process, goals must be mutually agreed upon by:
(A) The chief executive officer and the board of directors.
(B) The HR department and external unions.
(C) The manager and the subordinate.
(D) Competing organizations.

2024
**101.** Which statistical concept is central to Six Sigma quality management?
(A) Systematically reducing process defects to fewer than 3.4 per million opportunities.
(B) Setting an acceptable baseline of allowing a flat 5% margin of error in all main workflows.
(C) Achieving a basic quality standard where at least 50% of manufactured products are acceptable.
(D) Utilizing qualitative assessments rather than quantitative metrics to monitor performance.

2017
**102.** What is a primary disadvantage of MBO if implemented poorly?
(A) It encourages long-term strategic planning while neglecting immediate operational requirements and specific quantitative performance targets.
(B) It reduces the need for close administrative supervision, potentially leading to a lack of oversight.
(C) It makes it difficult for employees to understand their daily work obligations.

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performance metrics
(D) Compiled primarily at the end of the fiscal year to ensure completeness

2022
**30.** Which is a standard mechanism of operational control?
(A) Job enrichment and role enlargement programs
(B) Sensitivity training and interpersonal workshops
(C) Performance appraisals and variance analysis systems
(D) Creative brainstorming and group ideation sessions

2019
**31.** In Organizational Behavior, "perception" is best defined as:
(A) A permanent alteration in individual behavioral patterns resulting directly from continuous personal experience.
(B) The baseline biological, genetic, and physiological characteristics inherited by an individual at birth.
(C) An evaluative, subjective statement expressing favorable or unfavorable feelings about objects or events.
(D) The process of organizing and interpreting sensory impressions to give meaning to the immediate environment.

2021
**32.** According to the Big Five personality traits, a person who is highly responsible, organized, and dependable scores high in:
(A) Extraversion
(B) Agreeableness
(C) Conscientiousness
(D) Openness to experience

2016
**33.** Cognitive dissonance refers to:
(A) The harmonious alignment and consistency between an individual's personal attitudes and their everyday behaviors.
(B) Any perceived conflict or inconsistency between an individual's attitudes, beliefs, or actual behaviors.
(C) The psychological process of acquiring new behavioral patterns primarily through active observation of peer role models.
(D) The subconscious tendency to attribute personal success to internal traits and failure mostly to external factors.

2004
**34.** Classical conditioning as a learning theory was primarily developed by:
(A) B.F. Skinner
(B) Albert Bandura
(C) Sigmund Freud
(D) Ivan Pavlov

2008
**35.** In the context of learning theories, read the given assertion and reason and select the correct option:
**Assertion (A) :** Operant conditioning argues that behavior is a function of its consequences.
**Reason (R) :** People learn to behave to get something they want or to avoid something they don't want.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2003
**36.** The Halo Effect occurs when:
(A) We evaluate an individual primarily based on our generalized perception of the demographic group to which they belong.
(B) We systematically underestimate the strong influence of external, situational factors when judging the behavior of others.
(C) We form a broad, overall impression of an individual based on a single, highly noticeable personal characteristic.
(D) We unconsciously project our own personal feelings, motives, or deep-seated anxieties directly onto another person.

NODIA

2012
**37.** Maslow's Hierarchy of Needs places which need at the very top of the pyramid?
(A) Self-Actualization Needs
(B) Esteem Needs
(C) Safety Needs
(D) Social Needs

2001
**38.** According to Herzberg's Two-Factor Theory, which of the following is a "motivator" rather than a "hygiene factor"?
(A) Working conditions
(B) Salary
(C) Job security
(D) Recognition

2008

**20.** Who coined the acronym POSDCORB?
(A) Henri Fayol
(B) Frederick Taylor
(C) Luther Gulick and Lyndall Urwick
(D) Max Weber

2012

**21.** Which type of planning focuses on long-term goals and the overall direction of the organization?
(A) Strategic Planning
(B) Operational Planning
(C) Tactical Planning
(D) Contingency Planning

2009

**22.** Span of control refers to:
(A) The total number of hierarchical management levels existing within an organization.
(B) The physical geographic area or spatial layout covered by a single manufacturing plant.
(C) The total percentage of the financial budget allocated directly to a specific department.
(D) The maximum number of direct subordinates a single manager can effectively supervise.

2018

**23.** What is the fundamental difference between line and staff authority in organizing?
(A) Line authority provides expert recommendations and advice, while staff authority issues mandatory operational commands.
(B) Line authority directly achieves primary organizational goals, while staff authority provides support and advice.
(C) Line authority flows laterally across functional departments, while staff authority flows primarily up and down.
(D) Line and staff authority possess identical levels of organizational decision-making power.

2008

**24.** Which of the following is a key step in the staffing process?
(A) Market segmentation
(B) Financial auditing
(C) Recruitment and selection
(D) Quality control inspection

2017

**25.** Consider the following statements concerning operational directing:
I. It involves issuing orders and instructions.
II. It excludes employee motivation.
III. It requires effective communication.
IV. It is restricted to top-level management.
V. It involves leading and guiding subordinates.
Which of the above statements is/are correct?
(A) I, III and V
(B) I, II, III and V
(C) II, III, IV and V
(D) I, II, IV and V

2021

**26.** The primary purpose of the controlling function in management is to:
(A) ensure actual performance aligns with planned standards.
(B) formulate long-term strategic and operational objectives.
(C) recruit and train qualified employees for expansion.
(D) delegate daily tasks to lower-level department managers.

2007

**27.** Which budgeting format focuses primarily on the purpose and outcomes of expenditures rather than just line items?
(A) Zero-Based Budgeting
(B) Performance Budgeting
(C) Incremental Budgeting
(D) Historical Budgeting

2006

**28.** What is the primary advantage of Zero-Based Budgeting (ZBB)?
(A) It permits the systematic approval of ongoing departmental programs without extensive administrative review.
(B) It requires managers to justify every budget expenditure from scratch, helping eliminate organizational waste.
(C) It automatically adjusts and increases historical budget baselines by a fixed annual percentage.
(D) It demands far less administrative time and effort to implement compared to traditional incremental budgeting.

2016

**29.** Effective reporting in operational management must be:
(A) Timely, accurate, and highly relevant to the intended recipient
(B) Structurally complex, highly technical, and extremely lengthy
(C) Focused primarily on direct financial

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2019

**48.** Which leadership style is most effective when immediate, decisive action is required in a crisis?
(A) Laissez-faire
(B) Democratic
(C) Autocratic
(D) Servant

2017

**49.** Bounded rationality in decision-making suggests that:
(A) Individual decision-makers optimize to identify and select the single best alternative.
(B) Decision-makers choose satisficing options due to cognitive, time, and information limitations.
(C) Collaborative group decisions are generally superior to decisions made by any single individual.
(D) Strategic decisions are formulated primarily on the basis of rapid, emotional, subconscious intuition.

2011

**50.** Groupthink is a phenomenon where:
(A) Diverse viewpoints and opinions naturally lead to the selection of the most optimal strategic solution.
(B) Cohesive groups systematically make significantly riskier decisions than any single individual would make.
(C) Brainstorming techniques are utilized with high efficiency to generate unique alternative choices.
(D) The intense pressure for group conformity and harmony overrides a realistic, objective appraisal of options.

2008

**51.** Which technique utilizes a panel of experts who respond to questionnaires anonymously and iteratively to reach a consensus?
(A) Delphi Technique
(B) Nominal Group Technique
(C) Brainstorming
(D) Electronic Meeting

2012

**52.** The Nominal Group Technique improves group decision-making by:
(A) Encouraging free-flowing verbal discussion among all group participants.
(B) Allowing the designated group leader to make the final strategic decision on their own.
(C) Restricting active interpersonal discussion during the critical early stage of generating ideas.
(D) Fostering high levels of intense interpersonal conflict and emotional debate during meetings.

2004

**53.** Which model of decision-making assumes complete information and maximizing outcomes?
(A) Rational Decision-Making Model
(B) Incremental Decision-Making Model
(C) Garbage Can Decision-Making Model
(D) Intuitive Decision-Making Model

2006

**54.** A heuristic in problem-solving acts as a:
(A) Highly rigid and guaranteed algorithmic solution
(B) Severe psychological barrier to creative thinking
(C) Complex, data-driven statistical validation tool
(D) Cognitive mental shortcut or practical rule of thumb

2012

**55.** Select the correct sequence of steps in the rational decision-making process:
(A) Evaluate alternatives → Identify problem → Choose alternative → Implement
(B) Identify problem → Allocate weights → Develop alternatives → Evaluate alternatives
(C) Develop alternatives → Identify problem → Implement → Evaluate alternatives
(D) Choose alternative → Identify problem → Allocate weights → Develop alternatives

2008

**56.** Job satisfaction is defined as:
(A) An intense, chronic negative emotional state directed toward one's immediate supervisor.
(B) The total cumulative physical and mental effort exerted by an employee during a standard workday.
(C) A positive attitude toward a job resulting from an evaluation of its core characteristics.
(D) The psychological degree to which an employee actively identifies with their specific organization.

2016

**57.** Which component of organizational commitment refers to an employee's perceived obligation to remain with the organization?

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(A) Affective commitment
(B) Continuance commitment
(C) Instrumental commitment
(D) Normative commitment

2010
**58.** Morale in the workplace is most accurately described as:
(A) A shared group phenomenon reflecting the collective attitude, motivation, and spirit of workers.
(B) An individual employee's specific level of technical expertise and job-related skill capability.
(C) The standardized formal code of professional conduct developed and issued by the HR department.
(D) The baseline financial salary and variable performance bonus package offered to an employee.

2009
**59.** High job satisfaction typically correlates negatively with which organizational outcome?
(A) Organizational citizenship behavior
(B) Employee turnover and absenteeism
(C) Customer satisfaction
(D) Workplace productivity

2008
**60.** Which tool is commonly used to measure job satisfaction?
(A) The Thematic Apperception Test
(B) The Job Descriptive Index (JDI)
(C) The Rorschach Inkblot Test
(D) The Myers-Briggs Type Indicator (MBTI)

2015
**61.** The concept of "Affective Commitment" involves:
(A) Remaining with an organization due to a deep-seated emotional attachment and identification.
(B) Remaining with an organization because the perceived financial cost of leaving is too high.
(C) Remaining with an organization out of a strong sense of moral and ethical duty or obligation.
(D) Remaining with an organization because of legally binding employment contract terms.

2021
**62.** Semantic barriers to communication arise from:
(A) Significant physical or geographical distance separating the sender and the receiver.
(B) Stark structural differences in hierarchical status and organizational power levels.
(C) Systematic barriers arising from differences in language, word choice, and meaning.
(D) Low bandwidth, poor internet connectivity, or hardware failures during transmission.

2008
**63.** The "grapevine" in an organization represents:
(A) The formal chain of command.
(B) The official company newsletter.
(C) The upward communication from staff to management.
(D) The informal communication network.

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2017
**64.** Downward communication in an organization is primarily used for:
(A) Providing constructive performance feedback to administrative superiors.
(B) Socializing informally with immediate peers during designated break periods.
(C) Communicating organizational goals and providing specific job instructions.
(D) Circulating unofficial, unverified rumors throughout the workplace hierarchy.

2021
**65.** Arrange the standard elements of the communication process in their correct sequence:
I. Decoding
II. Sender
III. Receiver
IV. Encoding
V. Channel
(A) II, IV, V, I, III
(B) II, V, IV, III, I
(C) II, I, V, IV, III
(D) IV, II, V, I, III

2021
**66.** Active listening in effective communication requires:
(A) Mentally formulating a quick response while the other individual is actively speaking.
(B) Frequently interrupting the speaker in order to clarify minor points immediately.
(C) Intentionally avoiding direct eye contact to reduce feelings of social intimidation.
(D) Concentrating, understanding, responding, and recalling the message being communicated.

2021
**67.** Filtering in organizational communication refers to:

(A) Purposely altering information so that it will be perceived more favorably by the recipient.
(B) Unintentionally translating standard messages into highly complex, confusing technical jargon.
(C) Any source of physical, environmental, or psychological noise that disrupts clear conversation.
(D) The administrative task of ensuring all staff members simultaneously receive a bulk email.

2018
**68.** Culture is best distinguished from climate in that:
(A) Culture is a highly temporary and easily altered set of behaviors, whereas climate is a deeply rooted structural foundation.
(B) Climate reflects the formal policies and structural rules, while culture represents the unofficial social activities.
(C) Culture reflects deep-seated, historic values and beliefs, while climate reflects current perceptions of the work environment.
(D) Culture focuses primarily on achieving long-term financial milestones, while climate focuses on daily employee attitudes.

2011
**69.** Which is a mechanism through which organizational culture is maintained?
(A) Applying rigorous candidate selection practices and socializing new hires.
(B) Implementing frequent, highly disruptive changes to the core mission statement.
(C) Actively encouraging behavioral deviation from group norms.
(D) Systematically reducing traditional workplace rituals and ceremonies.

2007
**70.** A "strong" organizational culture is characterized by:
(A) Chronically elevated levels of employee turnover and internal friction.
(B) Frequent, widespread confusion among the staff regarding expected behaviors.
(C) A complete, highly decentralized lack of basic managerial oversight.
(D) Organizational core values being intensely held and very widely shared.

2014
**71.** Artifacts in organizational culture refer to:
(A) The deeply hidden, unstated, and completely unconscious underlying assumptions.
(B) Visible structures, physical behaviors, and tangible symbols like dress codes and office layout.
(C) The highly subjective, personal, and subconscious beliefs held by the chief executive officer.
(D) The archived historical financial statements, auditing ledgers, and annual budget reports.

2006
**72.** During the socialization process, the "encounter" stage occurs when:
(A) The potential candidate first submits their application and resume for the job opening.
(B) The employee successfully achieves total organizational integration and mastery of their role.
(C) The newly hired worker confronts the potential gap between initial expectations and reality.
(D) The dissatisfied worker formally decides to submit their letter of resignation to management.

2005
**73.** Which of the following tends to create a dysfunctional organizational culture?
(A) High alignment between stated organizational values and actual daily employee behavior.
(B) A strong managerial focus on facilitating continuous professional employee development.
(C) Implementing and enforcing exceptionally clear, highly robust ethical conduct guidelines.
(D) Rigid barriers to cultural change when operating in a highly dynamic and fluid environment.

2018
**74.** According to French and Raven, "Expert Power" is based on:
(A) Special skills, advanced training, or technical knowledge possessed by an individual.
(B) The formal authority to allocate and distribute desired organizational rewards to peers.
(C) The psychological fear of receiving negative performance reviews, penalties, or punishment.
(D) Holding a designated, legitimate hierarchical position of authority within the company.

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2022
**39.** McClelland's Theory of Needs focuses on three needs: achievement, power, and _____.
(A) Autonomy
(B) Affiliation
(C) Security
(D) Equity

2014
**40.** Vroom's Expectancy Theory argues that motivation is determined by:
(A) The structural existence of highly unfair or inequitable organizational compensation systems.
(B) The quality of the physical working environment and available ergonomic tools in the workplace.
(C) The individual's cognitive assessment of expectancy, instrumentality, and outcome valence.
(D) The constant presence of close, highly authoritative supervisor monitoring over daily activities.

2011
**41.** In Equity Theory, how do employees primarily judge the fairness of their situation?
(A) By evaluating the absolute, non-relative monetary value of their monthly base salary.
(B) By calculating the total number of hours they dedicate to completing their tasks.
(C) By measuring the frequency and quality of constructive feedback provided by direct managers.
(D) By comparing their own input-to-outcome ratio against the ratios of referent coworkers.

2005
**42.** Locke's Goal-Setting Theory asserts that goals are most motivating when they are:
(A) Specific and difficult (but achievable)
(B) Vague and easy
(C) Impossible to reach
(D) Set by management without any employee input

2008
**43.** Trait theories of leadership primarily assume that:
(A) Effective leadership styles and behaviors can be readily taught to most individuals.
(B) Successful leaders possess inborn physical, intellectual, or personality characteristics.
(C) Overall leadership effectiveness depends primarily on the specific situational context faced.
(D) High-performing organizational leaders typically adopt a highly democratic style.

2010
**44.** In the Blake and Mouton Managerial Grid, a leader who scores 9,9 is practicing:
(A) Impoverished Management
(B) Team Management
(C) Task Management
(D) Country Club Management

2014
**45.** Match the leadership theories in List I with their corresponding key concepts in List II:
**List I :** Leadership Theories
P. Hersey-Blanchard Model
Q. Transformational Leadership
R. Behavioral Theory
S. Trait Theory
**List II :** Key Concepts
1. Inspiration and Charisma
2. Follower Readiness/Maturity
3. Inborn characteristics
4. Concern for People vs. Production
(A) P-2, Q-1, R-4, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-4, Q-3, R-1, S-2
(D) P-2, Q-4, R-1, S-3

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2022
**46.** The Hersey-Blanchard Situational Leadership model focuses primarily on:
(A) The stable psychological traits and personality profiles of the leader.
(B) The technological complexity and structural requirements of the task.
(C) The job maturity and psychological readiness levels of the followers.
(D) The formal organizational design, bureaucracy, and hierarchy of command.

2005
**47.** Transformational leaders are best described as those who:
(A) Maintain operational stability and the status quo using transactional rewards and disciplinary actions.
(B) Focus their managerial efforts primarily on routine day-to-day administrative tasks.
(C) Avoid active decision-making while delegating major operational responsibilities.
(D) Inspire followers to transcend their self-interest for the ultimate benefit of the entire organization.

(D) Best Approach To Neutral Arbitration

2025

**85.** Integrative negotiation strategies aim for:
(A) Securing a mutually beneficial win-win outcome where both parties' core interests are fully met.
(B) Executing aggressive tactics to guarantee a decisive win-lose outcome in favor of one's own company.
(C) Agreeing to a mutually restrictive lose-lose compromise in order to enforce a sense of strict parity.
(D) Utilizing structural leverage to force the opposing negotiating party into conceding their demands entirely.

2016

**86.** Occupational stress is formally defined as:
(A) A temporary, easily remedied feeling of physical tiredness or low energy experienced by an employee after completing a standard work shift.
(B) The systemic state of physical or muscular exhaustion that typically occurs after performing intensive, prolonged manual labor on a factory floor.
(C) A formal behavioral incident where an employee actively refuses to perform their assigned operational duties due to an interpersonal dispute.
(D) A condition where an individual faces opportunities, constraints, or demands with outcomes that are perceived as both uncertain and highly important.

2006

**87.** Eustress refers to:
(A) Extreme, unmanageable chronic distress that leads to severe psychological and physical health issues.
(B) Positive, constructive stress that actively motivates individuals and enhances their overall performance.
(C) Interpersonal tension and stress directly caused by unresolved conflict with immediate supervisors or peers.
(D) Any form of emotional or psychological stress originating primarily from factors outside the physical workplace.

2011

**88.** Emotional Intelligence (EI) encompasses all of the following EXCEPT:
(A) Self-awareness
(B) Empathy
(C) Cognitive IQ limit
(D) Social skills

2004

**89.** Burnout is most accurately characterized by:
(A) A sudden, short-lived emotional outburst or single instance of workplace anger directed toward a peer.
(B) A temporary, mild dip in daily motivation that is easily resolved by taking a standard weekend off work.
(C) Elevated turnover intentions expressed by an employee primarily due to receiving superior external salary offers.
(D) Chronic emotional exhaustion, depersonalization, and a severely reduced sense of personal accomplishment.

2017

**90.** Which of the following is an organizational coping mechanism for stress?
(A) Implementing comprehensive job redesign and corporate wellness initiatives.
(B) Encouraging non-exempt employees to regularly log excessive overtime hours.
(C) Significantly increasing close administrative supervision and strict deadlines.
(D) Systematically reducing employee autonomy and decision-making authority.

2013

**91.** Emotional labor is the process of:
(A) Performing highly strenuous, physically demanding manual tasks on a manufacturing production line.
(B) Expressing organizationally desired emotions and managing feelings to satisfy the requirements of a job.
(C) Voluntarily taking paid sick leave or personal time off due to acute psychological or emotional distress.
(D) Actively mediating and resolving complex interpersonal or professional conflicts between immediate coworkers.

2010

**92.** In human resource evaluation, BARS stands for:
(A) Basic Assessment Rating Scale
(B) Behaviorally Anchored Rating Scale
(C) Business Analytics Reporting System
(D) Behavioral Aptitude Review System

2016

**93.** A 360-degree performance appraisal involves:
(A) gathering feedback from subordinates, peers,

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2009

**75.** Legitimate power is most closely synonymous with:
(A) Charisma
(B) Formal Authority
(C) Persuasion
(D) Coercion

2005

**76.** Political behavior in an organization is defined as:
(A) Formal rules and standard operating procedures officially documented in the company employee handbook.
(B) Activities that are not required as part of a formal role but influence the distribution of advantages and disadvantages.
(C) The formal, legally defined administrative process of registering an independent workplace trade union.
(D) External municipal, state, or federal government regulatory frameworks that actively affect the industry.

2012

**77.** Psychological empowerment in the workplace is characterized by:
(A) an internal sense of meaning, competence, self-determination, and personal impact.
(B) high levels of job demands and tight deadlines designed to test resilience.
(C) direct financial ownership and voting shares in the company.
(D) formal administrative authority to bypass standard organizational guidelines.

2019

**78.** Which base of power depends on identification with a person who has desirable resources or personal traits?
(A) Coercive Power
(B) Reward Power
(C) Referent Power
(D) Information Power

2002

**79.** A manager who denies a promotion to an employee because the employee refused to run personal errands is misusing which type of power?
(A) Expert Power
(B) Referent Power
(C) Connection Power
(D) Coercive Power

2005

**80.** In the context of organizational conflict, read the given assertion and reason and select the correct option:
**Assertion (A) :** Conflict in organizations is always detrimental and must be eliminated.
**Reason (R) :** Interactionist conflict theory states that a minimal level of conflict is necessary for optimal organizational performance.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2010

**81.** In the Thomas-Kilmann Conflict Mode Instrument, the "Collaborating" style is characterized by:
(A) Low assertiveness and low cooperativeness.
(B) High assertiveness and high cooperativeness.
(C) High assertiveness and low cooperativeness.
(D) Low assertiveness and high cooperativeness.

NODIA

2005

**82.** Which conflict management style is best described as a win-lose scenario where one pursues their own concerns at the other's expense?
(A) Accommodating
(B) Avoiding
(C) Compromising
(D) Competing

2019

**83.** Distributive bargaining in negotiation is defined by:
(A) A zero-sum negotiation scenario where any gain achieved by one party directly results in a loss for the other.
(B) Expanding the available pool of resources so that both participating parties can achieve a win-win outcome.
(C) Prioritizing long-term relationship building and mutual trust over securing immediate, short-term contract gains.
(D) Deciding to avoid entering into any formal or informal negotiation process.

2007

**84.** In negotiation, BATNA stands for:
(A) Basic Agreement Through Negotiated Action
(B) Behavioral Assessment To Navigate Agreements
(C) Best Alternative To a Negotiated Agreement

(D) It overemphasizes short-term measurable targets while ignoring critical long-term, unmeasurable qualitative objectives.

2006

**103.** The PDCA cycle in quality management stands for:
(A) Process, Design, Control, Analyze
(B) Plan, Do, Check, Act
(C) Prepare, Direct, Communicate, Assess
(D) Project, Develop, Cost, Audit

2011

**104.** In project management, the Critical Path Method (CPM) is used to:
(A) determine the shortest physical path of activities through a project schedule network.
(B) identify those specific task assignments that consume the greatest amount of available budget.
(C) map the sequence of dependent activities that dictates the minimum total duration of a project.
(D) calculate the specific list of non-critical activities that possess the largest amount of float time.

2002

**105.** Consider the following statements regarding PERT (Program Evaluation and Review Technique):
I. It is an event-oriented technique.
II. It assumes activity times are deterministic and known with certainty.
III. It uses three time estimates (optimistic, pessimistic, most likely).
Which of the above statements is/are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2003

**106.** In a project network, "slack" or "float" refers to:
(A) The time an activity can be delayed without extending the final project completion date.
(B) The unproductive downtime spent waiting for critical raw materials to arrive at the site.
(C) The total percentage of the project budget held back for unexpected future contingencies.
(D) The physical count of active personnel who are not currently assigned to any project task.

2019

**107.** Which technique is most appropriate for projects with high uncertainty in activity durations (e.g., R&D)?
(A) CPM
(B) PERT
(C) Gantt Chart
(D) MBO

2006

**108.** A Gantt chart visually displays:
(A) A hierarchical diagram showing the internal organizational reporting structure.
(B) A visual project schedule mapping specific activities against a horizontal timeline.
(C) A fishbone diagram displaying the root underlying causes of quality defects.
(D) A statistical model showing the mathematical probabilities of total project success.

2008

**109.** If an activity on the critical path is delayed by two days, what happens to the overall project duration?
(A) It increases by two days.
(B) It decreases by two days.
(C) It remains unchanged.
(D) It triggers an automatic redistribution of non-critical tasks.

2017

**110.** In extension coordination, horizontal coordination refers to:
(A) integrating different hierarchical levels within a single agency.
(B) aligning the organization with its external community beneficiaries.
(C) coordinating units or departments operating at the same organizational tier.
(D) connecting top-level executive management with frontline field workers.

2001

**111.** Which factor generally allows for a wider span of control for a manager?
(A) Assigning highly complex, novel, and intellectually demanding non-routine tasks.
(B) Managing a geographically dispersed team operating across multiple remote locations.
(C) Operating in an environment characterized by a lack of standard operating procedures.
(D) Employing highly trained, experienced subordinates who perform routine daily duties.

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(A) organizing local communities to pool assets, advocate for rights, and achieve shared development goals.
(B) developing large-scale logistical plans to relocate rural populations to expanding urban centers.
(C) creating government-funded programs to distribute direct financial handouts to low-income households.
(D) enforcing legal policies designed to privatize traditional, shared common-pool rural resources.

2002

**148.** Which factor is essential for the psychological empowerment of marginalized rural groups?
(A) Establishing a state of long-term, complete structural dependence on international external aid agencies.
(B) Implementing strict regulatory measures that restrict direct local access to vital market price information.
(C) Enhancing individual self-efficacy and fostering a strong belief in their collective capacity to drive change.
(D) Preserving traditional, deeply entrenched, and highly inequitable power structures within the local village.

2009

**149.** The concept of PRA (Participatory Rural Appraisal) emphasizes:
(A) enabling local citizens to analyze their own socio-economic conditions and draft action plans.
(B) conducting extractive scholarly research where external investigators collect data and exit the area.
(C) relying primarily on complex, capital-intensive laboratory experiments conducted in urban centers.
(D) ignoring historically proven indigenous knowledge systems.

2024

**150.** A key indicator of successful community empowerment is:
(A) Cultivating passive acceptance of development decisions made by external funding agencies.
(B) Witnessing the reduction of traditional local leadership and community networks.
(C) Encouraging reliance on a single, authoritative figure to resolve local disputes.
(D) Increasing active participation in local governance and collaborative decision-making by marginalized groups.

2022

**151.** Capacity building in the context of rural mobilization means:
(A) Constructing modern physical infrastructure and community meeting halls.
(B) Developing local skills and capacities to manage community development.
(C) Maximizing the volume of financial loans and debt a community secures.
(D) Replacing manual agricultural labor with advanced industrial machinery.

2024

**152.** Which statement best differentiates public administration from private management?
(A) Private management focuses heavily on political accountability and public policy standards.
(B) Public administration operates completely free of any strict legal or constitutional constraints.
(C) Public administration prioritizes the broader public interest and social equity considerations.
(D) Private management operates entirely immune to competitive market forces and economic shifts.

2023

**153.** A public extension administrator is dealing with a budget cut. They must decide whether to reduce field visits or cut farmer training programs. This dilemma highlights the administrative role of:
(A) Marketing
(B) Quality Assurance
(C) Disciplinary Action
(D) Resource Allocation

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2023

**154.** According to Frederick Taylor, what is the role of management in work planning?
(A) Management plans all tasks while workers execute them.
(B) Workers plan their own tasks to maximize empowerment.
(C) Planning is unnecessary if employees are well compensated.
(D) Planning is outsourced completely to external consultants.

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(B) Forming, Norming, Storming, Performing, Adjourning
(C) Norming, Forming, Storming, Adjourning, Performing
(D) Storming, Forming, Performing, Norming, Adjourning

2005
**123.** Group cohesiveness is generally increased by all of the following EXCEPT:
(A) External threats to the group.
(B) Large group size.
(C) High difficulty in gaining admission to the group.
(D) Frequent interaction among members.

2022
**124.** In the "Storming" stage of team building, members typically experience:
(A) polite, highly superficial introductions and boundary testing.
(B) internal intragroup conflict, resistance, and competition for leadership roles.
(C) exceptionally high levels of collaborative task synergy and performance.
(D) shared feelings of sadness and closure as the group prepares to disband.

2003
**125.** Consider the following statements about group norms:
I. They are formal rules written in the employee handbook.
II. They are acceptable standards of behavior shared by members.
III. They can dictate performance output levels.
IV. They are always positive and beneficial to the organization.
V. They exert conformity pressure on members.
Which of the above statements is/are correct?
(A) I, II and IV
(B) II, III and V
(C) I, III and V
(D) II, IV and V

2009
**126.** Social loafing refers to the tendency for individuals to:
(A) Work significantly harder and with greater focus when performing tasks within structured teams than when alone.
(B) Take on an active, dominant leadership role when placed in a newly formed group.
(C) Expend less individual effort when working collectively in a group compared to when working individually.
(D) Conform to the positive or negative behavioral norms established by a group.

2017
**127.** A highly cohesive group with performance norms that contradict the organization's goals will likely result in:
(A) High productivity.
(B) Increased job satisfaction for management.
(C) Quick dissolution of the group.
(D) Low productivity.

2005
**128.** Divergent thinking in organizational creativity is defined as the ability to:
(A) search for the single correct answer to a structured problem.
(B) follow established administrative guidelines to ensure operational compliance.
(C) generate a wide variety of unique ideas, perspectives, or creative solutions to a single problem.
(D) reject innovative ideas that deviate from established group norms.

2008
**129.** The Synectics approach to creativity heavily relies on the use of:
(A) Strict mathematical modeling.
(B) Metaphors and analogies.
(C) Historical financial data analysis.
(D) Authoritarian decision-making.

NODIA

2014
**130.** Brainstorming rules typically mandate:
(A) Encouraging direct, constructive criticism of suggested ideas right from the start of the session.
(B) voicing only highly realistic, immediately practical, and cost-effective ideas.
(C) having the designated department manager provide all the initial ideas for the team to evaluate.
(D) prioritizing the overall quantity of ideas over initial quality while deferring critical evaluation.

2008
**131.** The incubation stage of the creative process involves:
(A) subconsciously processing key information while temporarily stepping away from the active problem.
(B) engaging in highly conscious, intensive data

gathering and empirical research regarding the issue.
(C) reaching the sudden, unexpected "Aha!" moment of cognitive insight and creative breakthrough.
(D) structurally testing and validating the proposed idea to verify its real-world practical viability.

2002
**132.** Which environmental factor stifles organizational creativity?
(A) Cultivating an open organizational tolerance for calculated risk and productive failure.
(B) Actively establishing highly open, transparent communication channels across all departments.
(C) Enforcing excessive administrative micromanagement, rigid guidelines, and tight oversight.
(D) Designing collaborative project workgroups with high levels of demographic and functional diversity.

2023
**133.** Convergent thinking, as opposed to divergent thinking, aims to:
(A) systematically evaluate and synthesize multiple ideas to identify the single best solution.
(B) produce a wide and diverse variety of alternative potential future possibilities.
(C) ignore logical, practical, or financial constraints when considering ideal concepts.
(D) focus on aesthetic value, emotional resonance, and artistic self-expression of the team.

2018
**134.** Kurt Lewin's three-step model of change consists of:
(A) Plan, Do, Act
(B) Analysis, Implementation, Evaluation
(C) Forming, Storming, Norming
(D) Unfreezing, Changing, Refreezing

2022
**135.** In the context of organizational change, read the given assertion and reason and select the correct option:
**Assertion (A) :** Employees often resist organizational change due to fear of the unknown.
**Reason (R) :** Change threatens existing habits, security, and potentially economic factors.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2025
**136.** Force Field Analysis suggests that change occurs when:
(A) Driving forces equal restraining forces.
(B) Restraining forces overpower driving forces.
(C) Driving forces overcome restraining forces.
(D) Both forces are completely eliminated.

2012
**137.** Which strategy is most effective for overcoming resistance to change when resistance is due to misinformation?
(A) Coercion and threats
(B) Manipulation and co-optation
(C) Firing resistant employees
(D) Education and communication

2001
**138.** The "Refreezing" stage in Lewin's model is aimed at:
(A) stabilizing and institutionalizing the new behaviors and processes as the standard operating procedure.
(B) generating initial awareness and widespread executive recognition of the urgent organizational need for change.
(C) training and guiding employees as they transition to their newly defined organizational roles.
(D) addressing operational setbacks that cause the entire organization to slide back into its traditional ways.

2024
**139.** Which of the following is considered an external force for organizational change?
(A) The internal administrative event of hiring a new chief executive officer.
(B) Rapid external developments in market competition and global technology.
(C) A systemic, widespread decline in internal employee morale and engagement.
(D) Deliberate internal adjustments made to the overall corporate strategy.

2007
**140.** Organizational Development (OD) is best defined as:
(A) An immediate, highly targeted tactical quick fix designed to address suddenly dropping sales and revenue figures.

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(B) A planned, organization-wide effort managed from the top to increase overall organizational health and effectiveness.
(C) The strategic administrative process of downsizing the workforce to quickly cut overhead and operating expenses.
(D) Educational training initiatives focused primarily on upgrading the technical skills of frontline employees.

2025
**141.** Sensitivity training (T-groups) as an OD intervention primarily aims at:
(A) enhancing personal self-awareness and interpersonal dynamics through unstructured, open group interaction.
(B) planning and executing an architectural redesign of the physical corporate office space.
(C) conducting intensive instructional courses to teach advanced statistical modeling and data analysis software.
(D) restructuring reporting relationships to alter the formal, traditional organizational command hierarchy.

2004
**142.** A structural OD intervention involves:
(A) Providing personalized, one-on-one professional coaching to top executives on their communication skills.
(B) Organizing and facilitating intensive team-building retreats and workshops for departmental personnel.
(C) Altering structural elements such as job designs, departmentalization, and the hierarchical span of control.
(D) Administering validated psychological and personality profiling tests to all incoming prospective candidates.

2025
**143.** Process consultation is an OD intervention in which an outside consultant:
(A) resolves the company's operational problems directly on their behalf through top-down intervention.
(B) conducts a rigorous, independent external audit of the organization's historic financial statements.
(C) screens, interviews, and hires qualified new executive candidates for the management staff.
(D) helps the client identify, understand, and constructively act on interpersonal and workflow processes.

2012
**144.** Survey feedback as an OD technique relies on:
(A) Implementing specialized security software designed to monitor and review internal employee email accounts.
(B) Aggregating and analyzing subjective online customer reviews concerning a newly launched product line.
(C) Gathering data using structured questionnaires to help guide constructive team discussions and problem-solving.
(D) Formulating key strategic and operational decisions based purely on immediate managerial intuition and gut feeling.

2014
**145.** Match the Organizational Development (OD) interventions in List I with their primary target areas in List II:
**List I :** OD Interventions
P. Job Enrichment
Q. Sensitivity Training
R. MBO
S. Third-party Peacemaking
**List II :** Primary Target Areas
1. Interpersonal relations/Conflict
2. Structural/Task design
3. Individual self-awareness
4. Goal alignment/Strategic
(A) P-2, Q-3, R-4, S-1
(B) P-3, Q-2, R-1, S-4
(C) P-1, Q-4, R-3, S-2
(D) P-2, Q-1, R-4, S-3

2010
**146.** Paulo Freire's concept of "Conscientization" refers to:
(A) Providing standardized instructional training to rural farming communities regarding basic mechanical tools.
(B) Enforcing strict local compliance with newly issued, non-negotiable national agricultural policy directives.
(C) Implementing a highly centralized, top-down scientific approach to introducing modern field technologies.
(D) Developing a deep, critical awareness of one's social reality through cycles of active reflection and action.

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2013
**147.** Social mobilization in rural extension primarily aims at:

2014
**112.** Effective vertical coordination in an extension agency is best achieved through:
(A) Eliminating middle management positions to flatten the organizational hierarchy.
(B) Encouraging different functional departments to operate in isolation.
(C) Implementing a clear chain of command, formal policies, and robust reporting systems.
(D) Relying primarily on the informal employee grapevine to transmit operational updates.

2022
**113.** Decentralization in extension administration implies:
(A) Concentrating strategic decision-making authority at headquarters.
(B) Delegating decision-making authority down to lower-level managers and field workers.
(C) Outsourcing key administrative and field operations to private third-party vendors.
(D) Reducing formal rules, operational regulations, and bureaucratic compliance checks.

2024
**114.** A tall organizational structure is typically characterized by:
(A) Having very few hierarchical levels combined with a wide span of managerial control.
(B) Operating with an unstructured lack of formal hierarchy.
(C) Organizing tasks around flexible, highly adaptive cross-functional matrix teams.
(D) Having many distinct hierarchical levels combined with a narrow span of supervision.

2022
**115.** Consider the following statements regarding extension management levels:
I. Top management focuses on strategic policy formulation.
II. Middle management connects strategy to operational execution.
III. Supervisory management is completely removed from field operations.
IV. Field workers directly interface with the rural community.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) III only
(C) II and IV
(D) I, III and IV

2006
**116.** Transactional Analysis (TA) was founded by:
(A) Sigmund Freud
(B) Carl Rogers
(C) Eric Berne
(D) B.F. Skinner

2024
**117.** According to TA, the three ego states are:
(A) Child, Adult, Parent
(B) Id, Ego, Superego
(C) Introvert, Extrovert, Ambivert
(D) Thinker, Feeler, Doer

2017
**118.** In the Johari Window, the "Blind Spot" represents information that is:
(A) Known to self and known to others.
(B) Known to self but unknown to others.
(C) Unknown to self and unknown to others.
(D) Unknown to self but known to others.

2010
**119.** A "crossed transaction" in Transactional Analysis is characterized by:
(A) both participating individuals communicating directly from their rational Adult ego states.
(B) an interaction where the ego state addressed is different from the responding state, disrupting dialogue.
(C) both parties adopting the authoritative Parent ego state to achieve mutual agreement.
(D) a person hiding their authentic feelings behind complex psychological games.

2017
**120.** In TA, which life position is considered the healthy, ideal stance for effective interpersonal relations?
(A) I'm Not OK, You're OK
(B) I'm OK, You're Not OK
(C) I'm OK, You're OK
(D) I'm Not OK, You're Not OK

2016
**121.** The "Hidden Area" of the Johari Window can be reduced primarily through:
(A) Seeking feedback from others.
(B) Suppressing personal emotions.
(C) Avoiding team interactions.
(D) Self-disclosure to others.

2001
**122.** According to Bruce Tuckman, what is the correct sequence of stages in group development?
(A) Forming, Storming, Norming, Performing,

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2008
**155.** Which of the following sets of principles is associated with Frederick Taylor's Scientific Management?
(A) Division of work, Authority and responsibility, Discipline, Unity of command.
(B) Science not rule of thumb, Harmony not discord, Cooperation not individualism, Maximum output.
(C) Scalar chain, Esprit de corps, Equity, Initiative.
(D) Bureaucracy, Rational-legal authority, Hierarchy, Impersonality.

2023
**156.** Fayol's principle of "Equity" in management implies:
(A) Paying identical salaries to all organizational staff.
(B) Applying kindness and justice when dealing with subordinates.
(C) Distributing equal shares of corporate stock to employees.
(D) Eliminating structural hierarchy and operational reporting lines.

2005
**157.** Weber's concept of a "rational-legal" authority means that obedience is owed to:
(A) An impersonal, legally established authority.
(B) The magnetic, charismatic power of a leader.
(C) The long-standing status of a ruling dynasty.
(D) The organic influence of an informal leader.

2013
**158.** A major criticism of the Human Relations school is that it:
(A) Overemphasized formal rules and structural hierarchies over employee cooperation.
(B) Overemphasized financial incentives and economic performance of individual workers.
(C) Ignored formal structures and economic motives to focus solely on social factors.
(D) Refused to accept that workers organically form informal groups within the workplace.

2018
**159.** In the context of the Systems approach, what is a "subsystem"?
(A) An obsolete operational process requiring complete replacement.
(B) The broader external environment affecting organizational growth.
(C) An isolated departmental unit with no functional connections.
(D) An internal component that itself functions as a distinct system.

2003
**160.** Which situation best illustrates the Contingency theory of management?
(A) Applying strict bureaucratic rules to a creative advertising agency because rules always work.
(B) Paying all workers strictly on a piece-rate system regardless of the task.
(C) Shifting from a democratic to an autocratic leadership style during an emergency crisis.
(D) Ignoring the external market environment completely.

2018
**161.** In the POSDCORB framework, "Coordinating" involves:
(A) Recruiting, selecting, and training personnel.
(B) Interrelating the various components of work.
(C) Preparing and auditing the annual fiscal budget.
(D) Issuing direct operational commands to workers.

2011
**162.** Departmentalization by matrix structure involves combining:
(A) Geographic and specific consumer divisions across diverse markets.
(B) Line and staff organizational authority structures exclusively.
(C) Highly centralized and decentralized decision-making frameworks.
(D) Functional and product structures to establish dual authority.

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2001
**163.** The process of giving a subordinate the authority to perform certain tasks while retaining overall responsibility is called:
(A) Delegation
(B) Centralization
(C) Departmentalization
(D) Abdication

2012
**164.** The "Directing" function of management relies heavily on:
(A) Standard financial accounting principles.
(B) Mathematical inventory control models.
(C) Leadership and interpersonal communication.
(D) Formal legal contract drafting methods.

2007

**184.** Which group decision-making technique completely restricts verbal interaction between members during the idea generation phase?
(A) Brainstorming
(B) Interactive Groups
(C) Nominal Group Technique
(D) Focus Groups

2025

**185.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** High morale in an organization always guarantees high productivity.
**Reason (R) :** Productivity depends on multiple factors such as technology, skills, and resources, meaning high morale alone does not guarantee high output.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2013

**186.** Which factor is considered a major determinant of job satisfaction?
(A) Mentally challenging work and equitable rewards.
(B) Rigid, highly repetitive tasks with minimal feedback.
(C) Automatic annual promotion based solely on age.
(D) Strict autocratic supervision and high task ambiguity.

2021

**187.** Organizational Citizenship Behavior (OCB) includes:
(A) Performing only the minimum tasks listed in the formal job description.
(B) Voluntary, extra-role actions that help organizational performance.
(C) Filing formal labor grievances and union complaints against managers.
(D) Taking unauthorized rest breaks and extending lunch periods regularly.

2016

**188.** "Kinesics" in non-verbal communication primarily refers to the study of:
(A) Physical distance and personal space utilization.
(B) Body movements, gestures, and facial expressions.
(C) Vocal characteristics, tone, pitch, and speed.
(D) Layout and physical setting of the office room.

2019

**189.** Upward communication is notoriously prone to which specific barrier?
(A) Filtering of negative information.
(B) Technical absence of a clear medium.
(C) Cognitive overload of information.
(D) Semantic confusion and language issues.

2006

**190.** Information overload occurs when:
(A) No communication flows occur within the network.
(B) Transmission messages are overly simple and brief.
(C) Data inflow exceeds individual processing limits.
(D) Workers are barred from accessing external networks.

2003

**191.** A communication channel that is considered to have "high channel richness" is:
(A) A formal written report
(B) A mass email
(C) A prerecorded automated voice message
(D) Face-to-face conversation

2022

**192.** Which of the following is NOT a primary function of organizational culture?
(A) Creating clear boundaries between organizations.
(B) Conveying a strong sense of identity for members.
(C) Governing employees' private domestic life at home.
(D) Serving as a cognitive sense-making control system.

2012

**193.** The process by which employees adapt to the organization's culture is called:
(A) Standardization
(B) Socialization
(C) Rationalization
(D) Optimization

2002

**194.** A "subculture" in an organization typically develops to:
(A) Completely dismantle and overthrow the

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2010

**175.** According to Adams' Equity Theory, if an employee perceives they are under-rewarded compared to a peer, they are likely to:
(A) Increase work efforts to outperform peers.
(B) Disregard the perceived inequality completely.
(C) Resign from their position with immediate effect.
(D) Decrease work efforts or demand greater rewards.

2005

**176.** Job enrichment motivates employees by:
(A) Adding more routine tasks to the daily work schedule (horizontal loading).
(B) Offering regular monetary bonuses and financial incentives for performance.
(C) Adding greater responsibility, autonomy, and job control (vertical loading).
(D) Decreasing official weekly work hours while maintaining the same base pay.

2017

**177.** The Fiedler Contingency Model of leadership suggests that:
(A) Leaders must dynamically adapt their leadership behaviors to suit situations.
(B) A leader's style is fixed, meaning the situation or leader must change.
(C) All effective leaders must exhibit strong charisma to inspire followers.
(D) Task-oriented leaders are universally ineffective in complex environments.

2015

**178.** In the Path-Goal Theory of leadership, the primary role of the leader is to:
(A) Direct all operational tasks and make decisions authoritatively.
(B) Establish highly challenging goals to stretch worker capabilities.
(C) Focus exclusively on managing the personal lives of subordinates.
(D) Remove obstacles and support employees to achieve set work goals.

2023

**179.** A "laissez-faire" leader is most likely to:
(A) Give minimal guidance and let the group decide.
(B) Monitor and micromanage every task and detail.
(C) Formulate all decisions without consulting staff.
(D) Employ strict disciplinary measures to motivate.

2008

**180.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Transformational leadership is generally more effective than purely transactional leadership in driving long-term organizational change.
**Reason (R) :** Transformational leaders inspire followers with a vision, while transactional leaders focus only on contingent rewards and management by exception.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2018

**181.** Confirmation bias in decision-making involves:
(A) Highlighting supportive data and ignoring opposing views.
(B) Actively seeking information that challenges assumptions.
(C) Formulating decisions based solely on statistical data.
(D) Submitting controversial decisions to a democratic vote.

2011

**182.** The "Availability Heuristic" causes decision-makers to base their judgments on:
(A) Comprehensive and exhaustive historical data sets.
(B) Sophisticated mathematical optimization models.
(C) Professional opinions of external consultants.
(D) Easily recalled or recently acquired information.

2003

**183.** Escalation of commitment occurs when a decision-maker:
(A) Abandons a failing project with immediate effect.
(B) Pours additional resources into a failing plan.
(C) Declines to invest further in any organizational projects.
(D) Delegates major strategic decisions to lower-level subordinates.

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2024

**165.** Arrange the standard steps of the controlling process in the correct order:
I. Comparing actual performance against standards
II. Measuring actual performance
III. Taking corrective action
IV. Establishing performance standards
(A) IV, II, I, III
(B) IV, I, II, III
(C) II, IV, I, III
(D) II, I, IV, III

2005

**166.** A budget variance is defined as:
(A) The total financial capital allocated for the fiscal year.
(B) The administrative process of requesting additional funding.
(C) The external inflation rate applied to next year's budget.
(D) The numerical difference between budgeted and actual expenditures.

2007

**167.** Which of the following is a feedforward control mechanism?
(A) Quality control testing of all finished goods.
(B) Inspecting raw material inputs before production.
(C) Reviewing the comprehensive annual financial audit.
(D) Conducting exit interviews with resigning workers.

2025

**168.** In Organizational Behavior, the "Attribution Theory" attempts to explain:
(A) How physical attractiveness and non-verbal cues affect hiring decisions.
(B) How cognitive memory retention and information retrieval processes work.
(C) How individuals interpret and assign causes to the behavior of themselves and others.
(D) How executive management attributes financial profits to specific units.

2006

**169.** The fundamental attribution error is the tendency to:
(A) Overestimate external factors and underestimate internal factors when judging others' behavior.
(B) Attribute our own successes to external luck.
(C) Blame the system rather than the individual.
(D) Underestimate external factors and overestimate internal factors when judging others' behavior.

2015

**170.** Self-serving bias implies that an individual will likely attribute their failure to:
(A) External factors such as bad luck.
(B) Internal factors like lack of effort.
(C) Personal limitations in intelligence.
(D) Inherent biological predisposition.

2021

**171.** According to the Myers-Briggs Type Indicator (MBTI), individuals who are practical, prefer routine and order, and focus on details are termed:
(A) Intuitive (N)
(B) Sensing (S)
(C) Feeling (F)
(D) Perceiving (P)

2022

**172.** The psychological contract refers to:
(A) The formal, legally binding written employment contract.
(B) Unwritten mutual expectations between employee and employer.
(C) The specific healthcare policy covering mental health needs.
(D) The formal collective bargaining agreement signed by unions.

2009

**173.** In Maslow's theory, a satisfied need:
(A) No longer motivates behavior.
(B) Continues to be the primary motivator.
(C) Causes the individual to regress to a lower need.
(D) Triggers an immediate demand for higher pay.

2001

**174.** According to David McClelland's theory of needs, successful institutional managers are characterized by:
(A) A high need for affiliation and low need for power.
(B) A high need for power and a lower need for affiliation.
(C) A high need for achievement and a high need for affiliation.
(D) A low need for achievement and low need for power.

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primary culture of the firm.
(B) Enforce standardized dress codes and identical behaviors for all.
(C) Force the immediate resignation and replacement of executive leaders.
(D) Reflect unique situations and problems faced by a specific department.

2007
**195.** Given below are two lists. Match the conflict handling styles in List I with their defining characteristics in List II:
**List I :** (Conflict Handling Style)
P. Avoiding
Q. Accommodating
R. Compromising
S. Collaborating
**List II :** (Defining Characteristic)
1. Giving up something to get something
2. Ignoring the conflict entirely
3. Placing the opponent's interests above one's own
4. Working together to find a mutually beneficial solution
(A) P-2, Q-3, R-1, S-4
(B) P-1, Q-2, R-3, S-4
(C) P-4, Q-3, R-1, S-2
(D) P-2, Q-1, R-4, S-3

2010
**196.** The "Dependency" postulate regarding power states that:
(A) Personal power requires no social relationship.
(B) Power reduces directly as dependency increases.
(C) Power of A over B grows if B depends on A.
(D) Dependency matters only in financial affairs.

2004
**197.** Which of the following creates dependency in an organizational context?
(A) Resource importance, scarcity, and non-substitutability.
(B) General abundance and surplus of resources.
(C) A decentralized organizational architecture.
(D) Universal access to all internal directories.

2014
**198.** An employee using "Ingratiation" as a political tactic is attempting to:
(A) Threaten a coworker with formal disciplinary harm.
(B) Present rational arguments and empirical facts.
(C) Form political coalitions to influence executives.
(D) Use flattery or praise before making a request.

2025
**199.** Role conflict occurs when an employee:
(A) Has very little professional work allocated to perform.
(B) Faces conflicting expectations from different roles.
(C) Is highly uncertain about their specific job functions.
(D) Receives an unanticipated promotion and higher pay.

2010
**200.** Intergroup conflict refers to conflict between:
(A) An employee and their spouse.
(B) Two individuals within the same department.
(C) Different departments or teams within the organization.
(D) The organization's internal goals and its external environment.

2002
**201.** The "Yerkes-Dodson Law" relates to stress and performance, suggesting that:
(A) Performance decreases systematically as stress grows.
(B) Performance increases infinitely as stress intensifies.
(C) No actual relationship exists between stress and output.
(D) Performance peaks at moderate, optimal stress levels.

2017
**202.** Which individual characteristic is generally associated with a higher risk of stress-related illness?
(A) Type A personality trait.
(B) Type B personality trait.
(C) High cognitive resilience.
(D) Internal locus of control.

2005
**203.** Mindfulness training in the workplace is primarily used as an intervention for:
(A) Enhancing technical data entry speeds.
(B) Stress reduction and emotional self-regulation.
(C) Improving financial budgeting precision.
(D) Teaching physical ergonomic desk setups.

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(A) It provides exclusively negative feedback to the employee.
(B) It causes an evaluator to rate all traits highly based on a single favorable characteristic.
(C) It requires too much administrative calculation and time.
(D) It applies exclusively to high-level executive assessments.

2003

**268.** In Time Management, a task that is "Urgent" but "Not Important" usually involves:
(A) Designing long-term corporate strategic planning.
(B) Handling phone calls and minor, low-priority tasks.
(C) Managing sudden crises and highly pressing problems.
(D) Engaging in mindless web surfing and time wasting.

2015

**269.** The primary focus of a MBO (Management by Objectives) program is:
(A) Measurable, verifiable results and goal attainment.
(B) Subjective personality traits.
(C) Seniority and tenure.
(D) Perfect adherence to standard operating procedures.

2002

**270.** Six Sigma focuses on reducing variation in processes to ensure:
(A) High creativity and divergent thinking.
(B) Rapid employee turnover.
(C) Minimal defects and high quality consistency.
(D) Complete elimination of middle management.

2013

**271.** In network analysis, an "Event" (or Node) represents:
(A) The physical performance of an operational task.
(B) The budgeted financial cost of project resources.
(C) The specialized raw materials needed for production.
(D) A specific point in time marking the start or completion of one or more activities.

2011

**272.** A "Dummy Activity" in a Critical Path Method (CPM) network is used to:
(A) Delegate simple tasks to low-performing workers.
(B) Conceal project delays from executive supervisors.
(C) Represent a logical dependency between activities without consuming time or resources.
(D) Illustrate specific activities that failed to complete.

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2005

**273.** Decentralization is most appropriate when:
(A) The environment is highly stable and predictable.
(B) Lower-level managers are well-trained and the environment is complex and dynamic.
(C) The organization is facing an immediate, severe crisis requiring rapid, unified response.
(D) There is a severe lack of trust between management and subordinates.

2015

**274.** "Line authority" differs from "Staff authority" in that line authority:
(A) Offers specialized advice to operational teams.
(B) Possesses no real decision-making authority.
(C) Applies exclusively within public administration.
(D) Empowers a manager to make operational decisions.

2011

**275.** According to Transactional Analysis, when a manager says, "You always make mistakes, you never learn," they are likely operating from which ego state?
(A) Critical/Controlling Parent
(B) Nurturing Parent
(C) Adult
(D) Adapted Child

2015

**276.** In the Johari Window, moving information from the "Hidden Area" to the "Open Area" requires:
(A) Feedback solicitation.
(B) Active listening.
(C) Self-disclosure.
(D) Ignoring the person.

2007

**277.** "Group polarization" describes the tendency for groups to:
(A) Adopt more extreme positions than individual views.
(B) Avoid formulating any concrete organizational choices.
(C) Split into two equal, opposing consensus

2016
**214.** The concept of "Unity of Command" dictates that:
(A) An employee should report directly to multiple functional managers.
(B) All organizational teams must work in perfect synchronization.
(C) The organization should structure itself into a single department.
(D) An employee should report to and receive directions from only one supervisor.

2025
**215.** Consider the following statements regarding formal organizations:
I. They have deliberate structures.
II. They are formed spontaneously based on friendships.
III. They have clearly defined roles and responsibilities.
IV. Their primary goal is social satisfaction, not task achievement.
Which of the above statements are incorrect?
(A) I and III
(B) II and IV
(C) I and II
(D) III and IV

2007
**216.** A matrix organization structure is known for violating which classical management principle?
(A) Division of Work
(B) Equity
(C) Unity of Command
(D) Remuneration

2005
**217.** "Grapevine" chains are classified into four types. Which of the following is NOT one of them?
(A) Single strand chain
(B) Gossip chain
(C) Cluster chain
(D) Matrix chain

2009
**218.** According to Transactional Analysis, a "game" is defined as:
(A) A series of ulterior transactions leading to a negative outcome.
(B) An interactive team-building exercise designed to boost morale.
(C) A simple, straightforward request for task-related information.
(D) An electronic computer-based simulation utilized for training.

2002
**219.** In the Johari Window, when a person actively gives feedback to others but refuses to accept any feedback themselves, which pane becomes dominant?
(A) Open Area
(B) Hidden Area (Facade)
(C) Blind Spot
(D) Unknown Area

2003
**220.** Consider the following statements regarding Tuckman's "Norming" stage of group development:
I. Cohesion and camaraderie develop.
II. Intense interpersonal conflict peaks.
III. Group norms and ground rules are solidified.
IV. The group prepares for disbandment.
Which of the above statements are correct?
(A) I and II
(B) I and III
(C) II and IV
(D) I, III and IV

2025
**221.** A "cross-functional team" is composed of:
(A) Staff of similar levels from different work departments.
(B) Staff of the exact same level and structural department.
(C) Staff of different levels operating in a single department.
(D) External professional consultants hired to review processes.

2003
**222.** The phenomenon where team members convince themselves that their decision is invulnerable and ignore ethical or rational warnings is called:
(A) Group polarization
(B) Social facilitation
(C) Groupthink
(D) Brainstorming

2003
**223.** What is a "virtual team"?
(A) A nominal team existing solely on paper for regulatory compliance.
(B) A specialized operational team composed of artificial intelligence.
(C) A traditional work group meeting exclusively in physical settings.
(D) A team using digital technology to collaborate across distances.

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2012

**204.** "Surface acting" in emotional labor involves:
(A) Genuinely attempting to experience the required mood.
(B) Hiding true feelings and displaying artificial emotions.
(C) Refusing to express any emotional reaction on the job.
(D) Behaving in an overtly aggressive or hostile manner.

2005

**205.** Consider the following statements about the Critical Incident method of appraisal:
I. It focuses on highly favorable and highly unfavorable job behaviors.
II. It requires continuous documentation throughout the evaluation period.
III. It relies solely on a numerical rating scale.
Which of the above statements is/are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2021

**206.** The main advantage of using a BARS (Behaviorally Anchored Rating Scale) is that it:
(A) Is exceptionally quick and inexpensive for organizations to design.
(B) Allows evaluators to score staff using pure subjective intuition.
(C) Minimizes errors by rating explicit, observable job behaviors.
(D) Can be applied uniformly across diverse business sectors directly.

2018

**207.** A "forced distribution" appraisal system (like GE's vitality curve) is designed to:
(A) Award all employees the highest available score to boost morale.
(B) Guarantee that every employee receives an identical annual bonus.
(C) Allow subordinates to evaluate their direct managers anonymously.
(D) Force managers to place employees into fixed performance brackets.

2007

**208.** In Management by Objectives (MBO), the "Cascade" approach refers to:
(A) Conducting casual, informal meetings about strategic priorities.
(B) Bypassing corporate targets to let frontline workers plan.
(C) Translating corporate goals down to departments and individuals.
(D) Automatically terminating staff who fail to reach objectives.

2005

**209.** Kaizen, a key element of Total Quality Management (TQM), translates to:
(A) Radical organizational process reengineering.
(B) Continuous, incremental quality improvement.
(C) Systematic reduction and defect elimination.
(D) Strategic operational process outsourcing.

2007

**210.** Quality Circles in Total Quality Management (TQM) are:
(A) Independent external auditors hired to inspect corporate compliance.
(B) Complex mathematical formulas designed to measure process defects.
(C) High-level executive steering committees managing major strategy.
(D) Employee groups meeting regularly to resolve operational problems.

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2003

**211.** Which chart is primarily used in project management to visually track the progress of tasks over time?
(A) Gantt Chart
(B) Pareto Chart
(C) Pie Chart
(D) Scatter Plot

2011

**212.** In Program Evaluation and Review Technique (PERT) analysis, the expected time ($t_e$) for an activity is calculated using the formula $t_e = \frac{o + 4m + p}{6}$. What does '$m$' represent?
(A) Maximum time
(B) Minimum time
(C) Most likely time
(D) Mean time

2013

**213.** "Crashing" a project means:
(A) Adding resources to critical activities to shorten overall project duration.
(B) Terminating the ongoing project completely prior to its completion.
(C) Deliberately postponing non-critical activities to save resources.
(D) Lowering the established quality and performance project standards.

2021
**234.** Psychological empowerment involves four dimensions: Meaning, Competence, Self-determination, and _____.

(A) Impact
(B) Wealth
(C) Status
(D) Dominance

2022
**235.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Social mobilization is a critical precursor to sustainable rural development.
**Reason (R) :** Mobilization ensures that rural communities are actively engaged as stakeholders rather than passive recipients of aid.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2018
**236.** Which approach views rural communities as having internal resources and capabilities that can be utilized for development?
(A) Deficit-focused community intervention model.
(B) Asset-Based Community Development framework.
(C) Top-down centralized administrative planning.
(D) Paternalistic external assistance approach.

2014
**237.** When extension administrators use decentralization, they primarily aim to:
(A) Make decision-making more responsive to local needs and conditions.
(B) Increase top-level workload.
(C) Delay project implementation.
(D) Ensure absolute uniformity across all geographic regions regardless of context.

2019
**238.** In traditional scientific management, the separation of planning and execution was intended to:
(A) Empower the worker.
(B) Promote democratic decision making.
(C) Increase specialization and efficiency.
(D) Encourage creative thinking on the factory floor.

2007
**239.** The concept of "Esprit de Corps" suggests that:
(A) Management should exploit worker rivalries.
(B) Employees should be continuously rotated through different jobs.
(C) Punitive discipline is the best motivator.
(D) Harmony and team spirit should be promoted among personnel.

2002
**240.** Mary Parker Follett's contribution to management theory heavily emphasized:
(A) Scientific time and motion studies on factory floors.
(B) Mathematical decision models and computer simulations.
(C) Human relations, shared power, and conflict integration.
(D) Hierarchical bureaucratic structures and strict rules.

2004
**241.** A "closed system" in organizational theory is one that:
(A) Relies on extensive customer feedback.
(B) Has no interaction with its environment.
(C) Shares proprietary information openly.
(D) Adapts rapidly to shifting markets.

2023
**242.** In the context of planning, a "Policy" is defined as:
(A) A step-by-step sequence of actions.
(B) A rigid, non-discretionary rule.
(C) A measurable final project goal.
(D) A broad decision-making guideline.

2016
**243.** The "staffing" function of POSDCORB includes all of the following EXCEPT:
(A) Marketing strategy design
(B) Recruitment
(C) Performance appraisal
(D) Training and development

2022
**244.** A manager who uses a "Management by Exception" approach will:
(A) Audit every single financial transaction daily.
(B) Issue highly detailed routine task instructions.
(C) Intervene only when major plan deviations occur.

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(D) Ignore operational control functions completely.

2001

**245.** Given below are two lists. Match the motivational theories in List I with their central concepts in List II:

**List I :** (Motivational Theory)

P. Maslow's Hierarchy
Q. Vroom's Theory
R. Adams' Theory
S. Locke's Theory

**List II :** (Central Concept)

1. Expectancy, Instrumentality, Valence
2. Need progression framework
3. Goal specificity and difficulty
4. Input/Output comparison

(A) P-2, Q-1, R-4, S-3
(B) P-1, Q-2, R-3, S-4
(C) P-2, Q-4, R-1, S-3
(D) P-4, Q-3, R-2, S-1

2001

**246.** In classical conditioning, the "unconditioned stimulus" is one that:
(A) Produces a response only after long training.
(B) Remains completely neutral and has no effect.
(C) Acts as an immediate, painful punishment.
(D) Triggers a natural response without learning.

2009

**247.** The "Pygmalion effect" in Organizational Behavior refers to:
(A) Employees working slower when observed.
(B) The phenomenon where higher expectations lead to an increase in performance.
(C) The tendency to take credit for success and deny responsibility for failure.
(D) A severe reduction in morale due to poor lighting.

2012

**248.** According to Herzberg, which of the following, if absent, will cause dissatisfaction, but if present, will NOT strongly motivate?
(A) Achievement
(B) Responsibility
(C) Company policy and administration
(D) Advancement opportunities

2011

**249.** Need for Achievement (nAch), as described by McClelland, is characterized by a desire to:
(A) Control and influence other people.
(B) Build friendly social relationships.
(C) Avoid high-risk work environments.
(D) Excel and meet high success standards.

2001

**250.** In Vroom's Expectancy Theory, "Instrumentality" is the belief that:
(A) Performance leads to expected rewards.
(B) Effort directly drives high performance.
(C) The reward itself is highly desirable.
(D) The goals are structured very fairly.

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2007

**251.** A leader demonstrating "initiating structure" (from the Ohio State studies) is likely to:
(A) Focus primarily on staff feelings and personal relationships.
(B) Define and structure roles to achieve organizational goals.
(C) Avoid making concrete operational decisions on daily tasks.
(D) Emphasize interpersonal communication above task achievement.

2008

**252.** The Path-Goal theory is based heavily on which motivation theory?
(A) Maslow's Hierarchy of Needs
(B) Expectancy Theory
(C) Equity Theory
(D) Two-Factor Theory

2013

**253.** Which decision-making bias occurs when a person relies too heavily on the first piece of information encountered when making decisions?
(A) Anchoring bias
(B) Hindsight bias
(C) Confirmation bias
(D) Framing effect

2021

**254.** The concept of "Satisficing" was introduced by:
(A) Frederick Taylor
(B) Elton Mayo
(C) Herbert Simon
(D) Kurt Lewin

2017

**255.** High "affective commitment" is most likely to result in:
(A) Higher absenteeism and lower job satisfaction.
(B) Increased union grievances.
(C) Complete dependence on the supervisor.
(D) Lower employee turnover and higher performance.

2014
**256.** A semantic barrier in communication is best exemplified by:
(A) Loud heavy machinery operating on the factory floor.
(B) An internal corporate email server crashing suddenly.
(C) Different understandings of a common word or phrase.
(D) A supervisor refusing to talk to a direct subordinate.

2019
**257.** Paralanguage includes all of the following EXCEPT:
(A) Tone of voice
(B) Hand gestures
(C) Pitch
(D) Speech rate

2009
**258.** Organizational culture is most commonly transmitted to employees through:
(A) Confidential financial company ledgers.
(B) Government rules and local legislation.
(C) External economic market fluctuations.
(D) Shared stories, rituals, and symbols.

2003
**259.** A "ritual" in organizational culture is:
(A) Repetitive activities reinforcing key corporate values.
(B) A specialized, one-time training seminar for staff.
(C) A formal, legally binding contract signed by agents.
(D) A comprehensive external financial audit of systems.

2016
**260.** "Coercive power" is fundamentally based on:
(A) Mutual respect.
(B) Knowledge.
(C) Fear.
(D) Charisma.

2007
**261.** An example of an organizational political behavior is:
(A) Blaming others to protect one's reputation.
(B) Doing tasks exactly as job descriptions state.
(C) Attending a mandatory workshop for training.
(D) Filing a routine monthly travel expense report.

2018
**262.** "Dysfunctional conflict" in an organization:
(A) Encourages innovation and critical thinking.
(B) Is always resolved quickly.
(C) Only occurs between managers.
(D) Hinders group performance and destroys team cohesion.

2008
**263.** When both parties in a conflict give up something to reach an acceptable outcome, the conflict handling style used is:
(A) Competing
(B) Compromising
(C) Accommodating
(D) Avoiding

2001
**264.** Role Overload, a common source of occupational stress, occurs when:
(A) An employee has incompatible tasks assigned to a single role.
(B) An employee has a poorly defined role with vague, unclear goals.
(C) An employee is expected to do more than time or ability allows.
(D) An employee lacks the basic resources to complete daily tasks.

2002
**265.** Employee Assistance Programs (EAPs) are designed to:
(A) Train employees in using advanced technical software.
(B) Assist managers in terminating underperforming staff.
(C) Monitor employee internet usage and social media profiles.
(D) Help employees resolve personal and professional issues.

2018
**266.** A "Graphic Rating Scale" is a performance appraisal method that:
(A) Scores employee traits along a performance continuum.
(B) Requires the evaluator to write a highly detailed essay.
(C) Forces managers to distribute ratings into a bell curve.
(D) Compares and ranks all employees from best to worst.

2002
**267.** The "Halo Effect" in performance appraisal is problematic because:

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2023
**224.** "Lateral thinking," a term coined by Edward de Bono, is closely related to:
(A) Highly structured convergent thinking.
(B) Strict deductive mathematical logic.
(C) Divergent and creative problem-solving.
(D) Adherence to historical precedents.

2017
**225.** Consider the following statements about the brainstorming process:
I. Criticism is strictly forbidden.
II. Freewheeling (wild ideas) is welcomed.
III. Quantity is desired over quality initially.
IV. Combination and improvement of ideas are sought.
V. It guarantees a flawless final decision.
Which of the above statements are correct?
(A) I, II, III and V
(B) I, II, III and IV
(C) II, III, IV and V
(D) I, III, IV and V

2009
**226.** In organizational change, a "change agent" is:
(A) The physical hardware or software technology being upgraded.
(B) The total financial capital allocated to implement changes.
(C) The natural behavioral resistance displayed by employees.
(D) The facilitator responsible for managing the transformation.

2013
**227.** A structural reason for resistance to change is:
(A) Structural inertia that maintains current routines.
(B) An employee's personal and psychological fears.
(C) General lack of individual employee motivation.
(D) Basic misunderstanding of the proposed systems.

2001
**228.** Action Research in Organizational Development (OD) involves:
(A) Conducting academic research in scientific laboratories.
(B) Systematically penalizing workers who oppose changes.
(C) Collecting and analyzing data to choose strategic actions.
(D) Directing changes based entirely on executive intuition.

2021
**229.** Team-building interventions in Organizational Development (OD) focus primarily on:
(A) Improving group dynamics, team roles, and communications.
(B) Restructuring the entire corporate hierarchy and divisions.
(C) Modifying individual personality traits of executive leaders.
(D) Upgrading physical systems and technical IT infrastructure.

2004
**230.** A comprehensive Organizational Development (OD) intervention that aims to change the entire organization's culture and strategy at once is often termed:
(A) Detailed micro-management.
(B) Focused process consultation.
(C) Routine physical job rotation.
(D) System-wide transformation.

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2009
**231.** In rural mobilization, "PRA" stands for:
(A) Private Rural Administration
(B) Participatory Rural Appraisal
(C) Public Relations Agency
(D) Planning and Resource Allocation

2025
**232.** A fundamental principle of Paulo Freire's educational philosophy in social mobilization is:
(A) The "Banking" concept of education, where teachers deposit knowledge into passive students.
(B) Strict rote memorization.
(C) Dialogue and problem-posing education, where teachers and learners co-investigate reality.
(D) Excluding adult learners.

2007
**233.** The main objective of forming Self-Help Groups (SHGs) in rural development is to:
(A) Organize regional political rallies and voting blocks.
(B) Subcontract agricultural farm labor to big corporations.
(C) Dismantle the established local government structures.
(D) Empower members through micro-savings and shared credit.

factions.
(D) Choose the most conservative, low-risk alternative.

2009
**278.** A key factor in preventing "Social Loafing" is:
(A) Increasing the physical size of work groups significantly.
(B) Awarding identical team incentives regardless of input.
(C) Assigning highly structured, repetitive operational tasks.
(D) Identifying individual efforts and holding them accountable.

2014
**279.** The "Synectics" technique primarily fosters creativity by:
(A) Utilizing strict scientific and logical deduction.
(B) Using analogies to make the strange familiar.
(C) Prohibiting verbal communication during tasks.
(D) Utilizing advanced mathematical algorithms.

2012
**280.** A supportive organizational climate for creativity generally features:
(A) High penalties for any unsuccessful innovations.
(B) Rigid hierarchical approvals for every single idea.
(C) Psychological safety to take interpersonal risks.
(D) Intense, cutthroat competition among work teams.

2008
**281.** In Kurt Lewin's change model, "Unfreezing" is the process of:
(A) Making new organizational changes permanent.
(B) Deploying the newly acquired system technology.
(C) Terminating employees who oppose adjustments.
(D) Overcoming inertia to prepare for needed change.

2006
**282.** "Co-optation" as a strategy for overcoming resistance to change involves:
(A) Buying off leaders of a resistance group by giving them a key role in the change decision.
(B) Educating employees systematically using factual data.
(C) Dismissing prominent leaders of organizational dissent.
(D) Enforcing compliance through strict disciplinary action.

2024
**283.** Which Organizational Development (OD) intervention is primarily designed to reduce conflict and improve cooperation between different departments?
(A) Job enrichment.
(B) Intergroup development.
(C) Sensitivity training.
(D) Process consultation.

2015
**284.** A "survey feedback" intervention is most effective when:
(A) Survey results are kept secret by executives.
(B) Data is shared with employees to solve problems.
(C) Feedback is used to identify and penalize staff.
(D) Questionnaires are sent only to external clients.

2006
**285.** In the context of rural mobilization, "conscientization" ensures that the community:
(A) Critically understands social structures and acts to improve them.
(B) Learns to follow administrative guidelines without questioning them.
(C) Focuses entirely on technical skills for local farming operations.
(D) Discards historical cultural heritage to assimilate into urban systems.

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2001
**286.** Empowerment of rural women through Self-Help Groups (SHGs) typically leads to all EXCEPT:
(A) Increased household decision-making power.
(B) Enhanced economic independence.
(C) Complete erosion of all traditional social structures overnight.
(D) Greater political participation at the local level (e.g., Panchayats).

2006
**287.** Which characteristic is central to the concept of "Participatory" development?
(A) Top-down centralized planning overseen by city consultants.
(B) Exclusive reliance on highly advanced foreign technologies.
(C) Systemic exclusion of marginalized groups

from local forums.
(D) Active involvement of local actors throughout the project.

2025
**288.** The primary purpose of a "Social Audit" in rural development programs is to:
(A) Calculate monetary return on investments for foreign firms.
(B) Audit personal income taxes of municipal committee leaders.
(C) Evaluate transparency and social impact via the community.
(D) Promote corporate commercial marketing of regional goods.

2009
**289.** The distinction between a formal and informal organization is primarily based on:
(A) The total number of registered employees working in the firm.
(B) Whether structure is planned by management or arises socially.
(C) The physical geography and architectural layout of offices.
(D) The volume of capital and financial investments in operations.

2009
**290.** In Public Administration, the concept of "Red Tape" refers to:
(A) High levels of operational efficiency and rapid administration.
(B) Geometric boundary lines drawn clearly on regional rural maps.
(C) Official red wax stamps placed directly on state credentials.
(D) Excessive regulations and rigid rules that block quick action.

2022
**291.** "Scientific Management" was heavily criticized by later theorists primarily because:
(A) It viewed workers mechanically and ignored human needs.
(B) It focused too much on employee psychological welfare.
(C) It failed to enhance industrial and task productivity.
(D) It placed excessive reliance on informal social norms.

2024
**292.** In systems theory, "synergy" means that:
(A) The whole is significantly less than its parts.
(B) The whole equals exactly the sum of its parts.
(C) The whole is greater than the sum of its parts.
(D) The system decays steadily due to internal entropy.

2010
**293.** The "Controlling" function in POSDCORB is inextricably linked with which other function, as one cannot exist without the other?
(A) Planning
(B) Staffing
(C) Directing
(D) Reporting

2012
**294.** A "Performance Budget" is distinguished from a traditional line-item budget because it focuses primarily on:
(A) Input items purchased such as salaries and equipment.
(B) Outlays of capital assets and real estate investments.
(C) Program achievements, activities, and measurable outputs.
(D) Compliance with strict legal and bureaucratic line items.

2008
**295.** Selective perception causes individuals to:
(A) Accurately perceive all external realities objectively.
(B) Filter and interpret information based on their own interests, background, and attitude.
(C) Completely disregard all past experiences and training.
(D) Evaluate every person in an identical, neutral manner.

2016
**296.** A manager who holds the "Theory X" view (Douglas McGregor) assumes that employees:
(A) Inherently like working and pursue responsibility.
(B) Exhibit highly creative and innovative potentials.
(C) Dislike work and must be controlled to perform.
(D) Self-direct and manage their own daily task load.

2006
**297.** In the Managerial Grid (Blake and Mouton), a 1,9 style (low concern for production, high concern for people) is termed:

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(A) Authority-Compliance Management
(B) Impoverished Management
(C) Team Management
(D) Country Club Management

2014

**298.** The Delphi Technique differs from the Nominal Group Technique (NGT) primarily because:
(A) Delphi panels remain anonymous and remote, whereas NGT meets in person.
(B) Delphi requires direct face-to-face groups, whereas NGT is run online.
(C) Delphi is designed for simple problems, whereas NGT targets crisis math.
(D) NGT utilizes purely digital algorithms, whereas Delphi uses manual logs.

2019

**299.** In organizational communication, "Noise" is defined as:
(A) Audible physical vibrations inside a workspace.
(B) Any factor that disrupts or distorts transmission.
(C) Upward communication from lower-level employees.
(D) Formal memos issued by executive human resources.

2007

**300.** A primary goal of Team-Building Organizational Development (OD) interventions is to increase group "Cohesiveness," which is defined as:
(A) The physical proximity of employee desks in offices.
(B) The degree to which members are attracted to each other and motivated to stay in the group.
(C) The strictness of managers supervising daily operations.
(D) The financial budget allocated for departmental events.

**********

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the feedback after each round, allowing experts to refine their perspectives and gradually reach a consensus without the pressures of direct face-to-face confrontation.

**52.** (C) Restricting active interpersonal discussion during the critical early stage of generating ideas.
The nominal group technique enhances decision-making by structuring group meetings to ensure balanced participation. It restricts verbal interaction during the initial phase of generating ideas, allowing members to write down thoughts independently. This silence prevents dominant individuals from monopolizing the session and reduces conformity pressure, preceding a systematic discussion and democratic voting process.

**53.** (A) Rational Decision-Making Model
The rational decision-making model operates on the classical assumption that managers possess complete, flawless information, clear organizational goals, and unlimited cognitive capacity. Under these idealized conditions, decision-makers follow a systematic, step-by-step process to identify problems, evaluate every potential alternative objectively, and select the absolute optimal solution that maximizes utility and efficiency.

**54.** (D) Cognitive mental shortcut or practical rule of thumb
A heuristic serves as a cognitive mental shortcut or practical rule of thumb that individuals use to simplify complex decision-making processes. While heuristics reduce the cognitive effort and time required to make choices in fluid environments, they can sometimes lead to systematic cognitive biases and errors in judgment, as they bypass formal, data-driven analytical calculations.

**55.** (B) Identify problem → Allocate weights → Develop alternatives → Evaluate alternatives
The rational decision-making model is a logical, step-by-step framework designed to maximize outcomes. The initial phases require identifying the problem, selecting decision criteria, and allocating weights to those criteria. Subsequently, decision-makers develop a comprehensive list of potential alternatives and systematically evaluate each option against the weighted criteria before selecting, implementing, and assessing the final choice.

**56.** (C) A positive attitude toward a job resulting from an evaluation of its core characteristics.
Job satisfaction represents an employee's overall cognitive, affective, and evaluative attitude toward their work. This positive or negative orientation results from a subjective assessment of diverse job characteristics, including task variety, salary fairness, supervision quality, promotion opportunities, relationship dynamics with coworkers, and the alignment of physical working conditions with personal needs.

**57.** (D) Normative commitment
Normative commitment represents an employee's perceived moral or ethical obligation to remain with their organization. This sense of duty often stems from early socialization, personal values, or significant organizational investments in the worker's training. Consequently, employees with high normative commitment feel they ought to stay, believing that leaving would be irresponsible or disloyal.

**58.** (A) A shared group phenomenon reflecting the collective attitude, motivation, and spirit of workers.
Morale in the workplace functions as a collective, group-level phenomenon reflecting the shared attitudes, emotions, enthusiasm, and confidence of employees. While job satisfaction represents an individual's personal feeling toward their work, high group morale indicates a cohesive organizational spirit, mutual trust in leadership, and a shared commitment to achieving cooperative goals.

**59.** (B) Employee turnover and absenteeism
High job satisfaction consistently correlates negatively with dysfunctional organizational behaviors like employee turnover and absenteeism. When workers hold highly positive attitudes toward their job roles, they exhibit greater organizational commitment, resulting in lower withdrawal behaviors, reduced unscheduled absences, and a decreased likelihood of voluntarily resigning to seek external employment opportunities.

**60.** (B) The Job Descriptive Index (JDI)
The Job Descriptive Index serves as a highly validated, widely utilized psychological instrument designed to measure distinct dimensions of job satisfaction. This standardized survey evaluates five core areas of work life:

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was introduced by Frederick Taylor as a core pillar of scientific management, emphasizing a mutual psychological shift in attitude between workers and management.

**9.** (D) Impersonality and strict rules
Max Weber conceptualized the bureaucratic model as a highly structured, rational system designed to ensure organizational predictability, stability, and control. This framework relies on a distinct hierarchy of authority, functional specialization, formalized written regulations, and strict impersonality in administrative decision-making to eliminate nepotism, subjective bias, and emotional instability from daily operational activities.

**10.** (A) It coordinates the entire organization using a top-down approach.
Henri Fayol developed administrative theory to address management from the perspective of the entire organization, advocating a structured, top-down approach. This framework focuses heavily on systemic coordination, strategic planning, and the synthesis of administrative activities through central managerial functions and universal principles, rather than concentrating primarily on shop-floor manufacturing tasks or individual worker physical movements.

**11.** (B) It promotes excessive bureaucratic red tape and operational rigidity.
While Max Weber designed the bureaucratic model to foster consistency, reliability, and objective fairness, its extreme reliance on strict rules often backfires. This heavy formalization frequently engenders administrative red tape, process inertia, and operational inflexibility, making it highly difficult for the organization to adapt rapidly to changing environments or address unique citizen needs.

**12.** (B) Unity of Command
Frederick Taylor introduced functional foremanship to divide supervision into specialized roles, requiring shop-floor workers to receive instructions from up to eight different supervisors. This structure directly contradicts Henri Fayol's principle of unity of command, which dictates that an employee should receive orders from and report to only one direct organizational superior.

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**13.** (A) Human Relations Movement
The Hawthorne Studies conducted by Elton Mayo and his research team shifted management theory away from purely physical and economic models. By highlighting the profound influence of social groups, supervisor attention, informal communication, and psychological fulfillment on factory output, these experiments established the human relations movement, emphasizing the vital role of worker attitudes in organizational performance.

**14.** (C) Management practices must adapt to fit each specific situational context.
The contingency approach asserts that there is no single, universally superior method for managing organizations or making decisions. Instead, optimal management practices, structural designs, and leadership behaviors depend entirely on the unique situational context, environmental variables, technological requirements, and worker characteristics that define the specific challenges faced by an organization at any given moment.

**15.** (B) II and IV
The systems approach conceptualizes organizations as open, dynamic entities that must continuously interact with and adapt to their external environments to survive. This perspective emphasizes that organizations are composed of interrelated, interdependent subsystems working in harmony, meaning that changes in one subsystem inevitably affect other areas and the functioning of the entire organizational entity.

**16.** (C) Increased worker productivity caused by the psychological effect of being observed.
The Hawthorne Effect describes a socio-psychological phenomenon identified during industrial research where workers improve or modify their behavior and productivity in response to the awareness of being observed. This finding demonstrated that social recognition, attention from researchers, and feeling valued as participants can have a far more profound impact on motivation than physical workplace conditions.

**17.** (B) Management science and the Quantitative Approach
The quantitative approach, often termed management science, emerged during the mid-twentieth century to apply mathematical

with dogs, demonstrating how learning occurs via associations. This behavioral theory explains how a naturally neutral stimulus, when repeatedly paired with an unconditioned stimulus that produces an automatic response, eventually triggers that same conditioned response independently, illustrating the role of external stimuli in behavioral adaptation.

**35.** (A) Both A and R are true and R is the correct explanation of A.
Operant conditioning asserts that behavioral patterns are shaped and maintained by their environmental consequences. Because individuals seek to maximize positive outcomes and minimize discomfort, they naturally repeat actions followed by positive reinforcement or rewards, while suppressing behaviors that result in punishment or negative consequences, establishing a direct causal link between action outcomes and learning.

**36.** (C) We form a broad, overall impression of an individual based on a single, highly noticeable personal characteristic.
The halo effect is a common cognitive bias that occurs when a general, overall impression of an individual is heavily influenced by a single, prominent trait, such as intelligence, physical appearance, or sociability. In performance evaluations, this bias can lead supervisors to rate an employee's overall work capabilities favorably based solely on one positive attribute.

**37.** (A) Self-Actualization Needs
Abraham Maslow's hierarchy of needs positions self-actualization at the apex of the psychological pyramid. Once individuals satisfy their lower-level physiological, safety, social, and esteem needs, they are motivated to pursue self-actualization, which entails realizing their full personal potential, experiencing continuous self-growth, seeking creative fulfillment, and achieving ultimate self-transcendence in their lives.

**38.** (D) Recognition
Frederick Herzberg's motivation-hygiene theory distinguishes between factors that prevent job dissatisfaction and those that actively drive performance. Recognition functions as a true motivator because it directly fulfills psychological growth needs and enhances job satisfaction. Conversely, hygiene factors like salary, job security, and physical working conditions merely prevent dissatisfaction and do not inherently inspire high performance.

**39.** (B) Affiliation
David McClelland's acquired needs theory identifies three primary motivators that drive human behavior in organizational settings. The need for affiliation represents an individual's desire to establish friendly interpersonal relationships, seek social acceptance, and avoid conflict. This social drive operates alongside the need for achievement, focusing on personal success, and the need for power, focusing on control.

**40.** (C) The individual's cognitive assessment of expectancy, instrumentality, and outcome valence.
Victor Vroom's expectancy theory posits that employee motivation is a conscious cognitive process determined by three variables: expectancy, instrumentality, and valence. Motivation thrives when workers believe their physical effort will lead to acceptable performance, that this successful performance will result in a specific organizational reward, and that the offered reward is highly valuable to them.

**41.** (D) By comparing their own input-to-outcome ratio against the ratios of referent coworkers.
John Stacey Adams' equity theory argues that employees evaluate workplace fairness by comparing their own ratio of inputs, such as effort and experience, and outcomes, like salary and recognition, against those of referent coworkers. Perceived inequities or imbalances trigger psychological tension, prompting workers to adjust their effort levels, seek compensation adjustments, or resign.

**42.** (A) Specific and difficult (but achievable)
Edwin Locke's goal-setting theory demonstrates that specific, challenging goals lead to significantly higher employee performance than vague aspirations or easy assignments. Clear and demanding targets focus attention, increase persistence, and mobilize effort, provided the employee possesses the necessary skills, accepts the objectives as fair, and receives regular performance feedback to track their ongoing progress.

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**26.** (A) ensure actual performance aligns with planned standards.
The controlling function acts as a critical regulatory mechanism in management, ensuring that organizational activities proceed according to established plans. This systematic process involves setting performance standards, measuring actual task outcomes, comparing these results against the original benchmarks, identifying significant deviations, and executing corrective actions to realign operations with strategic goals.

**27.** (B) Performance Budgeting
Performance budgeting structures financial planning around the specific goals, activities, and measurable outcomes of government programs rather than merely listing input costs or line-item expenditures. This objective-oriented approach enhances public accountability and managerial efficiency by directly linking allocated funds to operational performance indicators, public service delivery quality, and achieved societal results.

**28.** (B) It requires managers to justify every budget expenditure from scratch, helping eliminate organizational waste.
Zero-Based Budgeting breaks away from traditional incremental budgeting by requiring managers to justify all financial allocations from scratch for each new period. Instead of simply adjusting previous spending levels, this rigorous technique demands that every program prove its cost-effectiveness, enabling organizations to eliminate redundant operations, reallocate resources efficiently, and reduce unnecessary overhead expenses.

**29.** (A) Timely, accurate, and highly relevant to the intended recipient
Effective reporting is crucial for sound managerial decision-making, requiring information to be accurate, timely, and relevant to the recipient's administrative needs. Reports must present key data clearly and concisely, highlighting essential performance variances and trends, to ensure managers can quickly comprehend operational realities and implement necessary strategic adjustments without wading through excessive, non-essential details.

**30.** (C) Performance appraisals and variance analysis systems
Standard mechanisms of operational control focus on measuring organizational performance against established plans and taking corrective action when necessary. Performance appraisals evaluate individual employee contributions, while variance analysis systems compare actual financial and operational outcomes against budgeted standards, allowing managers to identify deviations, locate inefficiencies, and maintain rigorous control over resource utilization.

**31.** (D) The process of organizing and interpreting sensory impressions to give meaning to the immediate environment.
Perception in organizational behavior represents the cognitive process through which individuals select, organize, and interpret sensory inputs to construct a meaningful view of their environment. This internal interpretation frequently differs from objective reality, as it is heavily shaped by an individual's past experiences, personal values, current motivations, personal biases, and unique personality traits.

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**32.** (C) Conscientiousness
Within the Big Five framework, conscientiousness is a primary personality dimension characterizing individuals who are disciplined, organized, reliable, and goal-directed. Employees scoring high in this trait exhibit strong self-control, thoroughness in planning, adherence to organizational rules, and a deep sense of workplace responsibility, making them highly dependable contributors to long-term project success.

**33.** (B) Any perceived conflict or inconsistency between an individual's attitudes, beliefs, or actual behaviors.
Cognitive dissonance describes a state of psychological discomfort experienced by an individual who holds conflicting cognitions, or whose behaviors directly contradict their stated attitudes and beliefs. To resolve this internal tension and restore psychological harmony, individuals naturally alter their personal attitudes, modify their behavioral choices, or actively seek out rationalizing information.

**34.** (D) Ivan Pavlov
Ivan Pavlov developed classical conditioning through his landmark physiological experiments

modeling, linear programming, statistical analysis, and computer simulations to complex organizational decision-making. By transforming variables into measurable data, this school enables managers to objectively calculate risks, optimize resource allocation, schedule complex projects, and solve intricate logistical problems.

**18.** (D) The universal tendency of a system to steadily run down, decay, and dissolve if left alone.
In systems theory, entropy represents the natural thermodynamic and organizational progression toward disorder, inefficiency, and eventual dissolution. Open systems actively combat this destructive process by importing energy, information, and resources from their external environments, a mechanism known as negative entropy, which allows the organization to maintain stability, self-regulate, and sustain long-term growth.

**19.** (A) Staffing
The letter S in the classical administrative acronym POSDCORB designates the vital function of staffing. This management phase encompasses the entire personnel lifecycle, including workforce planning, job analysis, active recruitment, candidate selection, placement, comprehensive training, professional development, and the maintenance of favorable, productive working conditions for all members of the organization.

**20.** (C) Luther Gulick and Lyndall Urwick
Luther Gulick and Lyndall Urwick coined the famous acronym POSDCORB in a 1937 paper to systematically outline the core functional duties of an executive. Drawing upon Henri Fayol's earlier administrative theories, this framework breaks down executive management into planning, organizing, staffing, directing, coordinating, reporting, and budgeting to guide structured organizational administration.

**21.** (A) Strategic Planning
Strategic planning serves as a comprehensive, long-term process designed to define an organization's overall mission, vision, and core objectives. Typically formulated by top-level executives, this form of planning analyzes external environmental opportunities and threats alongside internal organizational strengths and weaknesses to allocate resources and chart a sustainable path for the entire enterprise over several years.

**22.** (D) The maximum number of direct subordinates a single manager can effectively supervise.
Span of control defines the specific number of direct reports a manager or supervisor can efficiently oversee. The optimal span depends on various contingency factors, including the complexity of the tasks, the physical dispersion of the workforce, the technological support available, and the experience level of both the manager and the individual subordinates.

**23.** (B) Line authority directly achieves primary organizational goals, while staff authority provides support and advice.
Line authority represents the direct command relationship that flows down the organizational hierarchy, empowering managers to make decisions and direct subordinates to achieve primary organizational objectives. Conversely, staff authority is auxiliary, consisting of specialized advisory, technical, and supportive services, such as legal or human resources, designed to assist line managers in their duties.

**24.** (C) Recruitment and selection
Staffing represents a critical administrative process focused on securing, developing, and retaining qualified personnel to fill positions within the organizational hierarchy. This sequence of activities begins with assessing human resource needs, followed by recruiting potential candidates, selecting the most suitable applicants through rigorous screening, and facilitating their orientation, training, and performance evaluation.

**25.** (A) I, III and V
The directing function in management is an active, continuous process that guides, motivates, and leads employees toward the accomplishment of organizational goals. This vital responsibility involves issuing clear instructions, maintaining effective two-way communication channels, providing ongoing leadership, and motivating subordinates, which is required at all levels of management rather than being confined to executives.

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**43.** (B) Successful leaders possess inborn physical, intellectual, or personality characteristics.
Trait theories of leadership operate on the foundational assumption that successful leaders are born with specific inherent qualities that distinguish them from non-leaders. These theories focus heavily on identifying key physical attributes, personality characteristics, cognitive abilities, and social skills, implying that leadership potential is largely predetermined rather than developed through environmental training and experience.

**44.** (B) Team Management
The Blake and Mouton Managerial Grid features a 9,9 rating representing the team management style, which is considered the ideal leadership behavior. This approach exhibits maximum concern for both people and production, fostering high commitment, trust, and mutual respect by involving employees in decision-making and aligning individual career development with primary organizational goals.

**45.** (A) P-2, Q-1, R-4, S-3
Leadership theories encompass diverse frameworks to explain leader effectiveness. The Hersey-Blanchard model focuses on follower readiness, while transformational leadership leverages inspiration and charisma. Behavioral theories analyze the balance between concern for people and concern for production, and trait theories examine inborn personality characteristics, mapping how these distinct dimensions shape executive behavior and organizational performance.

**46.** (C) The job maturity and psychological readiness levels of the followers.
The Hersey-Blanchard situational leadership model asserts that effective leaders must adapt their style to match the developmental readiness of their followers. This readiness is determined by subordinates' job maturity, which is their overall competence and skill capability, and their psychological maturity, representing their confidence, commitment, and willingness to take responsibility for assigned tasks.

**47.** (D) Inspire followers to transcend their self-interest for the ultimate benefit of the entire organization.
Transformational leaders guide organizations by inspiring followers to transcend their personal self-interests to work toward a shared, collective vision. Through charisma, intellectual stimulation, individualized consideration, and inspirational motivation, these leaders foster innovation, challenge traditional assumptions, and cultivate deep emotional commitment, driving profound organizational change and performance beyond standard expectations.

**48.** (C) Autocratic
An autocratic leadership style is highly effective during organizational crises that demand rapid, decisive action. By centralizing decision-making authority, limiting group discussion, and issuing clear, direct commands, this style eliminates administrative delays and coordinates response efforts instantly, proving crucial when team survival or immediate safety overrides the benefits of participative discussion.

**49.** (B) Decision-makers choose satisficing options due to cognitive, time, and information limitations.
Herbert Simon's concept of bounded rationality argues that human decision-makers cannot operate with perfect rationality due to cognitive limitations, time constraints, and incomplete information. Consequently, individuals simplify complex problems and select satisficing options choices that are good enough to meet acceptable thresholds rather than spending infinite resources seeking the mathematically optimal alternative.

**50.** (D) The intense pressure for group conformity and harmony overrides a realistic, objective appraisal of options.
Groupthink is a dysfunctional social phenomenon occurring within highly cohesive teams where the intense desire for harmony and consensus overrides realistic assessments of alternative actions. To maintain conformity, members actively suppress dissenting viewpoints, ignore external warnings, and engage in self-censorship, which severely degrades the quality of group decision-making and leads to risky strategic outcomes.

**51.** (A) Delphi Technique
The Delphi technique is a structured, iterative forecasting and decision-making method that gathers opinions from a panel of geographically dispersed experts. Participants respond anonymously to successive rounds of questionnaires, with a facilitator summarizing

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# ANSWERS

**1.** (B) Implementing government policy and serving the public
Public administration operates primarily within the governmental sphere to execute statutory laws, enforce regulations, and deliver essential services to the general population. Unlike private enterprises that prioritize financial profitability and market expansion, the public sector emphasizes equitable resource distribution, citizen welfare, and the transparent implementation of policies enacted by elected legislative bodies.

**2.** (D) It focuses on rural education and community development rather than profit maximization.
Extension administration functions as a specialized educational framework dedicated to improving the socio-economic conditions of rural populations through non-formal instruction and community empowerment. This service-oriented field emphasizes voluntary participation, behavioral alteration, and the dissemination of practical scientific knowledge, directly contrasting with commercial organizations that structure their operations around profit targets and competitive market share.

**3.** (A) Focus on generating measurable financial profit
The fundamental divergence between business management and public administration lies in their primary performance metrics and core purposes. Business management structures its strategy, operations, and resource allocation to optimize fiscal returns, maximize shareholder value, and secure market survival through profitability. In contrast, public administration prioritizes social equity, welfare provision, and policy implementation for citizens.

**4.** (C) Its primary goal is optimizing commercial efficiency for private owners.
Public administration functions within a highly political context subject to intense external oversight, legislative mandates, and public accountability. Its fundamental mandate centers on serving the citizenry, administering social programs, and maintaining public goods rather than maximizing financial gains for private proprietors, which is the defining objective and characteristic of commercial business management activities.

**5.** (B) I and III
Extension administration operates as a non-formal, learner-centered educational process designed to bring about desirable changes in the knowledge, skills, and attitudes of rural populations. Because its mission revolves around community development, agricultural advancement, and quality-of-life enhancements, it functions on a non-profit basis, completely excluding commercial wealth generation or corporate profit-seeking motives from its core objectives.

**6.** (D) Return on Investment (ROI)
Return on Investment serves as a critical quantitative metric in commercial business management to evaluate financial performance and determine capital allocation efficiency. Conversely, extension administration prioritizes social developmental outcomes, capacity building, and behavioral change within rural communities, which cannot be adequately measured by traditional monetary indicators or capital-efficiency metrics used in the private sector.

**7.** (B) Maximizing workplace efficiency through systematic time and motion studies
Frederick Taylor pioneered scientific management to eliminate waste and maximize industrial productivity by analyzing workflows scientifically. By utilizing systematic time and motion studies, this approach identifies the single most efficient method for performing physical tasks, establishing standardized operational procedures, training workers in these precise techniques, and linking financial incentives directly to individual performance outputs.

**8.** (C) Mental Revolution
Henri Fayol formulated fourteen foundational principles of administrative management, including unity of command, remuneration, and esprit de corps, to guide organizational design. Meanwhile, the concept of a mental revolution

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the work itself, pay levels, opportunities for promotion, supervision quality, and relationships with co-workers, providing managers with reliable data on employee attitudes.

**61.** (A) Remaining with an organization due to a deep-seated emotional attachment and identification.
Affective commitment represents an employee's strong emotional attachment to, active identification with, and direct involvement in their organization. Workers exhibiting high affective commitment remain with the enterprise because they genuinely want to, aligning their personal values with corporate goals and displaying greater willingness to perform organizational citizenship behaviors that support overall performance.

**62.** (C) Systematic barriers arising from differences in language, word choice, and meaning.
Semantic barriers to communication arise from differences in language, vocabulary, word choices, and symbolic meanings between the sender and the receiver. When individuals assign different interpretations to the same words, utilize highly technical jargon, or struggle with translation issues, the original message becomes distorted, leading to misunderstandings, confusion, and ineffective organizational information flow.

**63.** (D) The informal communication network.
The grapevine represents an organization's unofficial, informal communication network that coexists with formal administrative channels. It is characterized by rapid information transmission, highly flexible structures, and a tendency to carry social gossip and rumors alongside critical work updates, reflecting the natural human desire for social interaction and spontaneous communication in the workplace.

**64.** (C) Communicating organizational goals and providing specific job instructions.
Downward communication flows from higher levels of the organizational hierarchy to lower levels, serving as a primary tool for administrative direction and control. Managers utilize this pathway to articulate strategic goals, explain policies, provide specific job instructions, offer performance feedback, and communicate organizational values, ensuring alignment across all operational departments.

**65.** (A) II, IV, V, I, III
The communication process is a dynamic, sequential model that begins when a sender conceives a message and encodes it into symbols. This encoded message is transmitted through a selected channel, after which the receiver decodes the symbols to interpret the meaning, establishing a continuous loop that relies on mutual understanding and subsequent feedback.

**66.** (D) Concentrating, understanding, responding, and recalling the message being communicated.
Active listening is a structured communication skill requiring the receiver to fully concentrate on, understand, respond to, and recall the message being delivered. This cognitive process demands suspended judgment, attention to non-verbal cues, and periodic paraphrasing to verify comprehension, transforming listening from a passive sensory experience into a highly collaborative, empathetic interpersonal interaction.

**67.** (A) Purposely altering information so that it will be perceived more favorably by the recipient.
Filtering in communication involves the deliberate manipulation of information by a sender so that it will be perceived more favorably by the recipient. In organizational hierarchies, subordinates often filter upward messages by highlighting successes and hiding failures to avoid negative reactions, which deprives decision-makers of accurate, objective data needed for realistic planning.

**68.** (C) Culture reflects deep-seated, historic values and beliefs, while climate reflects current perceptions of the work environment.
Organizational culture represents the deeply rooted, historically developed system of shared values, beliefs, and behavioral norms that shape organizational identity over time. Conversely, climate refers to the temporary, surface-level perceptions employees hold regarding their current work environment, policies, and management practices, acting as a situational reflection of the underlying cultural foundation.

**69.** (A) Applying rigorous candidate selection practices and socializing new hires.
Organizational culture is maintained through structured processes that ensure values are passed to new generations of workers. Implementing rigorous selection criteria helps identify candidates whose values align with the

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firm, while subsequent socialization programs integrate new hires, teaching them expected behaviors, stories, and rituals to preserve the established cultural identity.

**70.** (D) Organizational core values being intensely held and very widely shared.
A strong organizational culture is characterized by core values that are both intensely held and widely shared among employees. This high level of alignment fosters strong consensus regarding appropriate behaviors, reducing role ambiguity and establishing powerful social controls that guide performance, which enhances internal coordination and employee commitment but can sometimes increase resistance to change.

**71.** (B) Visible structures, physical behaviors, and tangible symbols like dress codes and office layout.
Artifacts represent the most visible, surface-level layer of an organizational culture. They encompass tangible elements such as the physical office layout, architectural design, corporate dress codes, language patterns, technology usage, and observed ceremonies. While easily noticed, these artifacts require deeper investigation to understand the core values and basic assumptions they represent.

**72.** (C) The newly hired worker confronts the potential gap between initial expectations and reality.
In the organizational socialization process, the encounter stage occurs when a newly hired employee confronts the daily realities of their role. During this phase, the worker directly experiences the job's tasks, social dynamics, and cultural expectations, which may reveal significant discrepancies from their initial pre-arrival expectations, requiring personal and professional adjustments.

**73.** (D) Rigid barriers to cultural change when operating in a highly dynamic and fluid environment.
An organizational culture can become highly dysfunctional when it develops rigid barriers to adaptation while operating within dynamic environments. When historical values and behaviors prevent the firm from responding to technological advancements, market developments, or customer preferences, the once-beneficial culture acts as a severe liability, leading to strategic inertia and operational decline.

**74.** (A) Special skills, advanced training, or technical knowledge possessed by an individual.
According to French and Raven's framework, expert power is a form of personal power derived from an individual's specialized knowledge, advanced training, or unique technical skills. When an organization perceives a member as possessing valuable expertise, those members defer to their judgment and recommendations, granting them significant influence independent of formal rank.

**75.** (B) Formal Authority
Legitimate power is synonymous with formal authority, representing the power an individual derives from their structurally defined position within the organizational hierarchy. Employees comply with instructions from these leaders because they recognize the inherent right of the position to issue directives, establishing a predictable flow of coordination based on administrative rules.

**76.** (B) Activities that are not required as part of a formal role but influence the distribution of advantages and disadvantages.
Political behavior in organizations encompasses activities that are not mandated by formal job roles but are designed to influence the distribution of resources, advantages, or opportunities. These self-serving actions include building coalitions, spreading rumors, withholding information, and lobbying, representing an informal struggle for power when resources are scarce or decision criteria are highly ambiguous.

**77.** (A) an internal sense of meaning, competence, self-determination, and personal impact.
Psychological empowerment represents an employee's cognitive state of internal motivation, characterized by four dimensions: meaning, competence, self-determination, and impact. Rather than merely receiving delegated tasks, empowered workers perceive their roles as personally valuable, believe in their capabilities, experience autonomy in their execution, and feel their performance significantly influences organizational outcomes.

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**78.** (C) Referent Power
Referent power is a form of personal influence based on identification with an individual who possesses desirable resources, charisma, or attractive personality traits. This power operates when others admire the leader, desire to emulate their behavior, and seek their approval, prompting compliance out of a deep emotional connection and respect rather than formal authority.

**79.** (D) Coercive Power
Coercive power is a base of influence resting on the application or threat of negative sanctions, penalties, or punishments. A manager who denies a well-deserved promotion to an employee because they refused to perform personal favors is misusing coercive power, leveraging fear and negative consequences to force compliance with inappropriate demands.

**80.** (D) A is false but R is true.
While traditional management views considered all organizational conflict inherently destructive, contemporary interactionist theory recognizes that minimal, managed conflict is essential for high performance. Task-related conflict can stimulate creativity, challenge complacent assumptions, prevent groupthink, and drive innovation, demonstrating that complete elimination of conflict is not only impossible but also strategically undesirable.

**81.** (B) High assertiveness and high cooperativeness.
Within the Thomas-Kilmann conflict mode framework, the collaborating style represents a highly cooperative and assertive approach to resolving disputes. This strategy focuses on integrating diverse perspectives to identify a comprehensive win-win solution that fully satisfies the core concerns of all parties, requiring open communication, deep trust, and mutual problem-solving effort.

**82.** (D) Competing
The competing conflict style is characterized by high assertiveness and low cooperativeness, creating a clear win-lose scenario. An individual employing this dominant approach pursues their personal concerns and goals aggressively at the expense of others, leveraging formal authority, structural power, or financial influence to force compliance and secure their objectives.

**83.** (A) A zero-sum negotiation scenario where any gain achieved by one party directly results in a loss for the other.
Distributive bargaining represents a highly competitive, zero-sum negotiation strategy where the parties operate under the assumption that there is a fixed pie of resources. Consequently, any financial or tactical gain achieved by one negotiator directly results in an equivalent loss for the opposing party, prioritizing immediate self-interest over long-term relationship development.

**84.** (C) Best Alternative To a Negotiated Agreement
In negotiation theory, BATNA stands for the Best Alternative To a Negotiated Agreement, representing the most advantageous course of action a party can take if talks fail. Understanding one's BATNA provides critical leverage and a realistic baseline, preventing negotiators from accepting unfavorable terms or walking away from beneficial deals.

**85.** (A) Securing a mutually beneficial win-win outcome where both parties' core interests are fully met.
Integrative negotiation strategies focus on expanding the available pool of resources to secure mutually beneficial, win-win outcomes. By emphasizing open communication, active listening, and the collaborative identification of underlying interests rather than rigid positions, this approach allows both negotiating parties to satisfy their core needs while strengthening their long-term professional relationship.

**86.** (D) A condition where an individual faces opportunities, constraints, or demands with outcomes that are perceived as both uncertain and highly important.
Occupational stress is a dynamic psychological and physiological condition that arises when workers face situational opportunities, constraints, or demands whose outcomes are perceived as both highly important and uncertain. This state of tension occurs when environmental pressures exceed the individual's coping capabilities, potentially leading to emotional exhaustion and reduced performance.

**87.** (B) Positive, constructive stress that actively motivates individuals and enhances their overall performance.
Eustress represents a positive, constructive form of stress that benefits individual performance

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**160.** (C) Shifting from a democratic to an autocratic leadership style during an emergency crisis.
Contingency theory suggests there is no single best way to manage an organization. Instead, administrative decisions, leadership styles, and structural choices must be tailored to the specific internal and external environmental circumstances. Adapting leadership from democratic to autocratic during a crisis demonstrates how situational factors dictate the most effective managerial approach.

**161.** (B) Interrelating the various components of work.
Coordinating is a core element of Luther Gulick's POSDCORB framework, focusing on interrelating and harmonizing the various parts, departments, and tasks within an organization. It ensures that different operational units work in unison toward common goals, preventing duplication of effort, resolving structural conflicts, and facilitating smooth communication and workflow across the enterprise.

**162.** (D) Functional and product structures to establish dual authority.
A matrix structure is an organizational design that superimposes a project- or product-based structure over traditional functional departments. This arrangement establishes a dual-reporting relationship, where employees answer to both a functional manager and a product manager, allowing organizations to share specialized resources efficiently, adapt to dynamic markets, and foster cross-functional collaboration.

**163.** (A) Delegation
Delegation is the managerial practice of transferring operational authority and decision-making power to subordinates for specific tasks. While this process empowers lower-level employees and enhances organizational efficiency, the delegating manager remains ultimately accountable for the outcomes. This principle ensures that final responsibility cannot be abdicated, maintaining clear lines of control.

**164.** (C) Leadership and interpersonal communication.
The directing function involves guiding, motivating, and supervising employees to achieve organizational goals. This active managerial role relies heavily on leadership styles and effective interpersonal communication. By providing clear instructions, offering constructive feedback, and inspiring the workforce, managers align individual actions with the strategic objectives of the enterprise, fostering high performance and cooperation.

**165.** (A) IV, II, I, III
The control process in management follows a logical three-step sequence designed to maintain performance. It begins by establishing clear, measurable performance standards. Next, managers measure the actual performance achieved. This measurement is then compared against the pre-established standards to identify variances. Finally, corrective action is taken if necessary to address significant deviations.

**166.** (D) The numerical difference between budgeted and actual expenditures.
A budget variance is an essential control metric that represents the difference between planned financial allocations and actual expenditures over a specific period. Analyzing these variances allows administrators to identify overspending, evaluate resource utilization, and make necessary adjustments to operational strategies, ensuring financial discipline and alignment with organizational goals.

**167.** (B) Inspecting raw material inputs before production.
Feedforward control is a proactive management mechanism designed to identify and prevent potential operational problems before they occur. By inspecting inputs, such as raw materials, before production begins, organizations ensure that resources meet quality specifications. This preventive approach minimizes waste, reduces defects, and maintains process consistency throughout the manufacturing pipeline.

**168.** (C) How individuals interpret and assign causes to the behavior of themselves and others.
Attribution Theory in organizational behavior analyzes how individuals perceive, interpret, and assign causes to behavior, whether their own or that of others. The theory focuses on whether people attribute actions to internal factors, like personality and effort, or external factors, like environmental circumstances and luck, shaping subsequent attitudes and interactions in the workplace.

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quadrant focuses on long-term strategic planning, personal development, preventive maintenance, relationship building, and creative thinking, which are essential for personal effectiveness but often neglected due to the pressure of daily distractions.

**97.** (B) Paired Comparison Method
The paired comparison method is a systematic performance appraisal technique where each employee is compared individually against every other employee in the same workgroup on specific performance traits. The evaluator determines the superior performer in each pair, and the cumulative tallies are utilized to establish a clear, comparative ranking of all department personnel.

**98.** (D) Peter Drucker
Peter Drucker popularized the concept of Management by Objectives (MBO) in his seminal 1954 book, "The Practice of Management." This goal-oriented framework revolutionized administrative thought by shifting managerial focus away from routine activities toward achieved results, emphasizing collaborative goal setting and aligning individual employee targets with the strategic vision of the enterprise.

**99.** (A) Securing continuous process improvement driven by long-term customer satisfaction.
The core philosophy of Total Quality Management (TQM) is achieving long-term organizational success through continuous improvement and total customer satisfaction. This management approach integrates all organizational functions from design to customer service by empowering employees at all levels to enhance processes, products, and services, embedding quality into the fundamental culture of the entire enterprise.

**100.** (C) The manager and the subordinate.
In the Management by Objectives (MBO) framework, goals must be mutually agreed upon by the manager and the subordinate. This collaborative goal-setting process encourages open communication, ensures that targets are realistic, and enhances employee commitment and accountability, as individuals are actively involved in defining the benchmarks against which their performance will be evaluated.

**101.** (A) Systematically reducing process defects to fewer than 3.4 per million opportunities.
The Six Sigma quality management methodology relies on statistical precision to eliminate defects and minimize variability in manufacturing and business processes. At its core, the system aims to achieve a standard where operations produce fewer than 3.4 defects per million opportunities, representing near-perfect performance and maximizing efficiency through structured data-driven strategies.

**102.** (D) It overemphasizes short-term measurable targets while ignoring critical long-term, unmeasurable qualitative objectives.
When implemented poorly, Management by Objectives can lead to a dysfunctional overemphasis on short-term, easily quantifiable targets. This narrow focus can prompt employees to neglect critical qualitative, long-term goals, such as customer relationships or creative innovation, which are difficult to measure numerically but essential for the sustained viability of the organization.

**103.** (B) Plan, Do, Check, Act
The PDCA cycle is a foundational, iterative four-step management method utilized for the continuous improvement of processes and products. It begins with planning the changes, doing or testing those changes on a small scale, checking the results to analyze success, and acting to institutionalize the improvements or adjust the plan for future cycles.

**104.** (C) map the sequence of dependent activities that dictates the minimum total duration of a project.
The Critical Path Method (CPM) is a vital project management technique used to schedule and coordinate complex activities. This method maps the sequence of dependent project tasks that carries the longest path of durations, thereby determining the minimum total time required to complete the project and highlighting tasks that cannot be delayed without delaying the entire timeline.

**105.** (C) I and III
The Program Evaluation and Review Technique (PERT) is an event-oriented project management tool designed for projects with high uncertainty in task durations. Unlike deterministic models, PERT assumes activity times are probabilistic, utilizing three distinct time estimates—optimistic, pessimistic, and most likely—to calculate the probability of completing critical project milestones on schedule.

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**106.** (A) The time an activity can be delayed without extending the final project completion date.
In project management networks, slack or float represents the amount of time a specific activity can be delayed without delaying the subsequent task or extending the final project completion date. Activities on the critical path possess zero slack, meaning any delay in their execution directly pushes back the entire project schedule.

**107.** (B) PERT
The Program Evaluation and Review Technique (PERT) is highly suited for managing complex projects characterized by high levels of uncertainty in activity durations, such as research and development initiatives. By incorporating statistical probability and three time estimates, PERT provides project managers with a realistic scheduling model that accounts for unpredictability and variance.

**108.** (B) A visual project schedule mapping specific activities against a horizontal timeline.
A Gantt chart is a widely utilized project management tool that visually represents a project schedule by mapping tasks against a horizontal timeline. This graphic display shows the start and end dates of individual activities, their durations, overlapping timelines, and key milestones, enabling team members to easily track progress and manage dependencies.

**109.** (A) It increases by two days.
Because the critical path represents the longest sequence of dependent tasks determining a project's minimum duration, any delay on this path directly impacts the final delivery date. Consequently, if a critical activity is delayed by two days, the total project duration automatically increases by two days, assuming no scheduling interventions are implemented.

**110.** (C) coordinating units or departments operating at the same organizational tier.
Horizontal coordination in extension administration involves aligning and integrating different units, departments, or agencies operating at the same level of the organizational hierarchy. This cooperative effort facilitates information sharing, eliminates redundant services, and resolves functional conflicts, ensuring that peer departments work synergistically to support community development and agricultural advancement goals.

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**111.** (D) Employing highly trained, experienced subordinates who perform routine daily duties.
A manager can effectively maintain a wider span of control when subordinates are highly trained, experienced, and self-directed, especially when performing highly routine, standardized tasks. Under these favorable conditions, employees require minimal direction and close supervision, freeing administrative capacity and allowing a single supervisor to oversee a larger group of reports.

**112.** (C) Implementing a clear chain of command, formal policies, and robust reporting systems.
Effective vertical coordination within an extension agency is achieved by establishing clear reporting structures that link different hierarchical levels. By implementing a defined chain of command, formalized operational policies, and robust communication systems, organizations ensure that strategic decisions flow downward smoothly while critical feedback from field activities rises back to top executives.

**113.** (B) Delegating decision-making authority down to lower-level managers and field workers.
Decentralization in extension administration involves delegating significant decision-making authority down the organizational hierarchy to lower-level managers and local field workers. This structural approach enhances operational flexibility and responsiveness, enabling frontline staff to customize extension programs to the unique socio-economic needs of rural communities without waiting for formal clearance from headquarters.

**114.** (D) Having many distinct hierarchical levels combined with a narrow span of supervision.
A tall organizational structure is characterized by having numerous distinct hierarchical levels and a relatively narrow span of control for managers. While this design facilitates close supervision, clear career advancement pathways, and highly specialized roles, it can also slow down decision-making, distort vertical communication, and increase administrative costs due to excess management layers.

**115.** (B) III only
In an extension agency, supervisory management operates at the frontline of execution, directly overseeing field operations and coordinating activities between middle management and field

staff. Frontline field workers interact directly with rural community members to deliver services. Therefore, any statement claiming that supervisory management is completely removed from field operations is structurally inaccurate.

**116.** (C) Eric Berne
Transactional Analysis was founded by psychiatrist Eric Berne during the mid-twentieth century as a comprehensive psychoanalytic theory and method of therapy. This framework analyzes human behavior, communication styles, and personality structures through the lens of individual transactions, offering practical tools to understand interpersonal relationships, communication patterns, and psychological games in social environments.

**117.** (A) Child, Adult, Parent
Within Eric Berne's Transactional Analysis framework, individual personality is structured around three distinct ego states: the Parent, the Adult, and the Child. These states represent coherent systems of thoughts, feelings, and behaviors, where the Parent mimics authority figures, the Adult processes reality logically, and the Child reenacts emotional patterns from childhood during interpersonal communications.

**118.** (D) Unknown to self but known to others.
In the Johari Window, a cognitive model for self-awareness and interpersonal relations, the blind spot represents information, behaviors, and traits that are unknown to the individual but readily perceived by others. Reducing this blind spot is crucial for personal development, requiring individuals to actively seek constructive feedback from peers and maintain open communication.

**119.** (B) an interaction where the ego state addressed is different from the responding state, disrupting dialogue.
In Transactional Analysis, a crossed transaction occurs when the ego state addressed by one individual is different from the ego state that responds, causing a disruption in communication. These transactions often trigger conflict or defensive behaviors in interpersonal relationships, as the expected communication flow is blocked, requiring a conscious shift back to the Adult ego state.

**120.** (C) I'm OK, You're OK
In Transactional Analysis, the "I'm OK, You're OK" life position represents the healthiest, most constructive psychological stance for effective interpersonal relationships. This position is characterized by mutual respect, self-confidence, and trust, enabling individuals to communicate openly, solve problems collaboratively, and build positive, mature personal and professional connections without resorting to defensive psychological games.

**121.** (D) Self-disclosure to others.
The hidden area of the Johari Window, which contains thoughts, feelings, and experiences known to oneself but hidden from others, can be reduced primarily through self-disclosure. By sharing personal information, values, and concerns with teammates, individuals foster deeper mutual trust, improve interpersonal collaboration, and expand the open area of shared knowledge within the team.

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**122.** (A) Forming, Storming, Norming, Performing, Adjourning
Bruce Tuckman's model of team development outlines five sequential stages that groups experience during their lifecycle. These steps begin with forming, where members align; followed by storming, characterized by interpersonal conflict; norming, where cohesion develops; performing, marked by high task execution; and adjourning, which involves wrapping up tasks and parting ways.

**123.** (B) Large group size.
Group cohesiveness is the degree to which members are attracted to their team and motivated to remain in it. Factors such as external threats, severe admission standards, and frequent interaction strengthen this bond, whereas a large group size tends to reduce cohesiveness by complicating communication, promoting social loafing, and encouraging the fragmentation of the team.

**124.** (B) internal intragroup conflict, resistance, and competition for leadership roles.
During the storming stage of Bruce Tuckman's group development model, teams experience internal intragroup conflict, resistance, and emotional friction. Members challenge boundaries, express differing perspectives, and compete for informal leadership roles or structural influence. Navigating this critical stage of conflict is essential for establishing stable norms, mutual trust, and effective collaborative processes.

**125.** (B) II, III and V
Group norms are informal, unwritten standards of behavior shared and accepted by team members. Rather than being documented in handbooks, these powerful social expectations guide daily interaction, dictate acceptable performance and productivity levels, and exert strong conformity pressure on individuals, who comply to gain group acceptance and avoid social isolation within the workplace.

**126.** (C) Expend less individual effort when working collectively in a group compared to when working individually.
Social loafing describes the psychological phenomenon where individuals exert less effort when working collectively in a group than when working alone. This reduction in performance often stems from a diffusion of responsibility, a lack of individual accountability, and the belief that personal contributions will not be evaluated separately, requiring managers to design identifiable tasks.

**127.** (D) Low productivity.
When a highly cohesive work group possesses performance norms that directly contradict the strategic goals of an organization, it typically results in low productivity. The group's internal alignment and mutual support enable them to effectively enforce restrictive performance standards, restrict output, and resist management interventions, subordinating organizational performance objectives to their own sub-group goals.

**128.** (C) generate a wide variety of unique ideas, perspectives, or creative solutions to a single problem.
Divergent thinking is a cognitive process utilized to generate creative ideas by exploring numerous possible solutions in an unstructured manner. Instead of seeking a single correct answer, this open-ended approach encourages spontaneous brainstorming, remote associations, and non-linear perspectives, allowing individuals to discover unique possibilities before refining them during later analytical stages.

**129.** (B) Metaphors and analogies.
The Synectics model is a highly structured creative problem-solving approach that relies on the systematic use of metaphors and analogies. By deliberately making the familiar strange and the strange familiar, this psychological technique prompts individuals to break free from traditional cognitive patterns and generate innovative connections between seemingly unrelated concepts or industrial challenges.

**130.** (D) prioritizing the overall quantity of ideas over initial quality while deferring critical evaluation.
Standard brainstorming rules require participants to prioritize the overall quantity of ideas over their immediate quality, while deferring all critical evaluation to a later stage. By suspending judgment and welcoming wild, non-traditional concepts, this collaborative technique removes psychological barriers and fear of criticism, fostering a fertile cognitive environment that stimulates team creativity.

**131.** (A) subconsciously processing key information while temporarily stepping away from the active problem.
The incubation stage of the creative process involves subconsciously processing information while the individual temporarily steps away from the active problem. By engaging in unrelated activities and letting the conscious mind rest, the brain forms novel cognitive associations, paving the way for unexpected insights and sudden breakthroughs during subsequent phases of problem-solving.

**132.** (C) Enforcing excessive administrative micromanagement, rigid guidelines, and tight oversight.
Organizational creativity can be severely stifled by environmental factors such as excessive micromanagement, rigid guidelines, and tight administrative oversight. When management enforces strict conformity, penalizes calculated risks, and discourages deviation from traditional methods, employees become risk-averse, focusing on routine compliance and suppressing innovative ideas that could benefit long-term performance.

**133.** (A) systematically evaluate and synthesize multiple ideas to identify the single best solution.
Unlike divergent thinking, which expands options, convergent thinking is a logical cognitive process aimed at systematically evaluating, organizing, and synthesizing multiple ideas to identify the single best solution. This analytical approach applies practical constraints, cost-benefit calculations, and operational feasibility metrics to filter creative concepts, transforming

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abstract options into concrete, implementable strategic plans.

**134.** (D) Unfreezing, Changing, Refreezing
Kurt Lewin's classic three-step change model conceptualizes organizational change as a systematic process consisting of unfreezing, changing, and refreezing. This framework begins by overcoming inertia to prepare the organization for change, executing the transition to new processes, and finally reinforcing those changes to stabilize the new state as the standard operating procedure.

**135.** (A) Both A and R are true and R is the correct explanation of A.
Employees frequently resist organizational change due to fear of the unknown, as transitions disrupt established habits, personal security, and economic factors. Because change introduces uncertainty regarding future roles, skill requirements, and status, individuals naturally experience anxiety, prompting resistance unless management implements supportive strategies like education, open communication, and active employee involvement.

**136.** (C) Driving forces overcome restraining forces.
Kurt Lewin's Force Field Analysis model posits that organizations exist in a state of equilibrium maintained by driving forces promoting change and restraining forces resisting it. Successful change occurs when driving forces are strengthened or restraining forces are minimized and overcome, shifting the equilibrium toward the desired future state of operational performance.

**137.** (D) Education and communication
When employee resistance to change stems from misinformation, poor communication, or inaccurate rumors, the most effective strategy is implementing comprehensive education and open communication initiatives. Providing clear explanations, sharing objective data, and discussing the rationale behind the change helps demystify the transition, alleviate unfounded anxieties, and build organizational trust.

**138.** (A) stabilizing and institutionalizing the new behaviors and processes as the standard operating procedure.
The refreezing stage in Kurt Lewin's change model is aimed at stabilizing and institutionalizing the new behaviors, systems, and structures as the standard operating procedure. By aligning organizational reward systems, updating formal policies, and providing continuous reinforcement, management prevents employees from reverting to traditional habits, ensuring the change remains permanent.

**139.** (B) Rapid external developments in market competition and global technology.
External forces for organizational change originate outside the firm's boundaries, demanding rapid adaptation to ensure survival. These forces include rapid developments in global technology, changes in market competition, shifting socio-economic trends, new legislative regulations, and evolving customer preferences, which are beyond the direct control of management but heavily influence strategic direction.

**140.** (B) A planned, organization-wide effort managed from the top to increase overall organizational health and effectiveness.
Organizational Development is a planned, systemic, and long-term effort managed from the top to increase overall organizational health, capability, and effectiveness. Utilizing behavioral science knowledge, this approach implements structured interventions across processes, structures, and cultures to foster continuous adaptation, improve collaborative problem-solving, and enhance the development of human resources.

**141.** (A) enhancing personal self-awareness and interpersonal dynamics through unstructured, open group interaction.
Sensitivity training, also known as T-groups, is an Organizational Development intervention designed to enhance self-awareness and interpersonal dynamics. Conducted in unstructured, open group settings under guidance, this technique encourages participants to share feelings, discuss perceptions, and analyze interactive behaviors, helping employees understand how their actions affect others and improving overall communication within teams.

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**142.** (C) Altering structural elements such as job designs, departmentalization, and the hierarchical span of control.
Structural Organizational Development interventions focus on altering the formal framework of an organization to enhance efficiency. These changes involve modifying

job designs, adjusting the span of control, restructuring reporting relationships, and shifting from functional to matrix departmental structures, aligning the physical architecture of work with the strategic demands of the external environment.

**143.** (D) helps the client identify, understand, and constructively act on interpersonal and workflow processes.
Process consultation is an Organizational Development intervention where an outside consultant helps the client identify, comprehend, and constructively act upon interpersonal and workflow processes occurring within the organization. Rather than providing direct solutions, the consultant acts as a facilitator, empowering managers to diagnose internal problems and develop their own problem-solving capabilities.

**144.** (C) Gathering data using structured questionnaires to help guide constructive team discussions and problem-solving.
Survey feedback is a widely used Organizational Development technique that gathers systematic data from employees using structured questionnaires. Once collected, the aggregated results are shared back with organizational units, serving as a diagnostic tool to guide constructive team discussions, identify operational bottlenecks, resolve interpersonal conflicts, and formulate collaborative action plans.

**145.** (A) P-2, Q-3, R-4, S-1
Organizational Development interventions are tailored to target distinct operational areas to maximize effectiveness. Job enrichment enhances task design, while sensitivity training focuses on individual self-awareness. Management by Objectives aligns individual performance with strategic goals, and third-party peacemaking resolves interpersonal conflict, demonstrating how diverse structural and behavioral techniques improve organizational functioning.

**146.** (D) Developing a deep, critical awareness of one's social reality through cycles of active reflection and action.
Paulo Freire's concept of conscientization refers to the process of developing a deep, critical awareness of one's social, political, and economic reality through cycles of reflection and action. This educational approach empowers marginalized individuals to recognize oppressive structures, discover their personal agency, and actively collaborate to transform their communities, rejecting passive learning models.

**147.** (A) organizing local communities to pool assets, advocate for rights, and achieve shared development goals.
Social mobilization in rural extension aims to organize local communities to pool assets, advocate for their collective rights, and achieve shared developmental goals. By fostering cooperative action and strengthening community organizations, this participatory approach empowers rural populations to take charge of their own socio-economic progress, reducing reliance on top-down external aid.

**148.** (C) Enhancing individual self-efficacy and fostering a strong belief in their collective capacity to drive change.
Psychological empowerment of marginalized rural groups depends on enhancing individual self-efficacy and fostering a strong belief in their collective capacity to drive meaningful change. By building confidence, teaching decision-making skills, and promoting collaboration, extension programs enable community members to challenge inequitable power structures and actively participate in local governance.

**149.** (A) enabling local citizens to analyze their own socio-economic conditions and draft action plans.
Participatory Rural Appraisal (PRA) is an approach that enables local citizens to gather, analyze, and present information regarding their socio-economic conditions, before drafting their own developmental action plans. This methodology values indigenous knowledge and shifts the role of external professionals from extractors of data to supportive facilitators of local empowerment.

**150.** (D) Increasing active participation in local governance and collaborative decision-making by marginalized groups.
A primary indicator of successful community empowerment is the increased, active participation of marginalized groups in local governance and collaborative decision-making processes. When traditionally excluded populations obtain the capacity, resources, and confidence to influence policy, guide development projects, and hold institutions accountable, the community achieves sustainable, self-reliant social progress.

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**151.** (B) Developing local skills and capacities to manage community development.
Capacity building in rural mobilization focuses on enhancing the knowledge, abilities, and skills of local individuals and community groups. This process empowers residents to take control of their own development initiatives, make informed decisions, and manage local projects sustainably over time, reducing dependency on external agents and fostering long-term community self-reliance and resilience.

**152.** (C) Public administration prioritizes the broader Public interest and social equity considerations.
Public administration is primarily driven by the pursuit of public interest, social equity, and democratic accountability, serving the entire citizenry under constitutional frameworks. In contrast, private management focuses chiefly on profit maximization, efficiency, and market competitiveness, operating under fewer regulatory mandates and targeting specific consumer segments rather than the broader welfare of society.

**153.** (D) Resource Allocation
Resource allocation is a critical administrative function where managers must distribute limited financial, human, and physical assets among competing organizational priorities. When facing budget constraints, administrators are forced to make strategic decisions regarding which programs to fund and which to curtail, balancing operational efficiency with the overall mission and objectives of the organization.

**154.** (A) Management plans all tasks while workers execute them.
Scientific management principles established by Frederick Taylor advocate for a strict division of labor between management and workers. Under this model, management assumes complete responsibility for planning, designing, and optimizing work methods using scientific principles, while workers are tasked solely with executing these standardized operations, thereby eliminating guesswork and maximizing overall operational efficiency.

**155.** (B) Science not rule of thumb, Harmony not discord, Cooperation not individualism, Maximum output.
Frederick Taylor pioneered scientific management to replace traditional, unscientific work habits with highly optimized procedures. His core principles emphasize using scientific methods instead of rule-of-thumb practices, establishing harmony and cooperation within the workplace to resolve conflicts, and striving for maximum output and efficiency through standardized tasks, scientific selection, and systematic training of the workforce.

**156.** (B) Applying kindness and justice when dealing with subordinates.
Henri Fayol identified equity as a fundamental principle of management, requiring managers to treat all employees with kindness, fairness, and justice. By eliminating favoritism and applying rules consistently, managers foster loyalty, devotion, and commitment among the workforce, which in turn enhances organizational harmony, reduces employee turnover, and improves overall productivity.

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**157.** (A) An impersonal, legally established authority.
Max Weber defined rational-legal authority as a system where power is legitimized by formal rules, laws, and written procedures. In this bureaucratic model, obedience is owed to an impersonal office or position rather than to an individual leader's personal qualities or traditional status, ensuring predictability, consistency, and professional objectivity within the administrative hierarchy.

**158.** (C) Ignored formal structures and economic motives to focus solely on social factors.
The Human Relations school of management was criticized for its overemphasis on social and psychological factors in the workplace, such as employee satisfaction and informal group dynamics. Critics argue that this approach underestimated the importance of formal organizational structures, economic incentives, technology, and rational job design, presenting an incomplete view of worker motivation.

**159.** (D) An internal component that itself functions as a distinct system.
In systems theory, an organization is viewed as a complex, unified whole composed of interrelated parts called subsystems. Each subsystem is a distinct, functional unit—such as a department or division—that operates with its own processes and objectives while simultaneously interacting with and contributing to the overall functioning and survival of the larger system.

and psychological well-being. Unlike distress, which paralyzes and exhausts, eustress acts as a powerful motivator, enhancing focus, energy levels, and resilience during challenging situations like promotions or complex project assignments, helping employees reach their full professional potential.

**88.** (C) Cognitive IQ limit
Emotional intelligence encompasses a set of non-cognitive capabilities that enable individuals to recognize, understand, manage, and utilize emotional information effectively. This multidimensional construct includes key dimensions such as self-awareness, empathy, self-regulation, motivation, and social skills, which operate independently of traditional cognitive intelligence limits or standard IQ metrics.

**89.** (D) Chronic emotional exhaustion, depersonalization, and a severely reduced sense of personal accomplishment.
Burnout is a severe, chronic psychological response to prolonged stressors on the job. This syndrome is characterized by three dimensions: emotional exhaustion, where energy is depleted; depersonalization, involving detached, cynical attitudes toward clients or coworkers; and a reduced sense of personal accomplishment, which erodes professional self-efficacy and job performance.

**90.** (A) Implementing comprehensive job redesign and corporate wellness initiatives.
Organizations can actively mitigate workplace stress by implementing structured coping mechanisms that address environmental stressors. These interventions include systematic job redesign to increase employee autonomy and reduce role ambiguity, alongside comprehensive corporate wellness initiatives, employee assistance programs, and flexible scheduling, which foster a supportive organizational climate and preserve worker health.

**91.** (B) Expressing organizationally desired emotions and managing feelings to satisfy the requirements of a job.
Emotional labor is the conscious psychological process of managing feelings and expressing organizationally desired emotions during interpersonal transactions at work. Common in service-oriented roles, this practice requires employees to regulate their internal emotional states and display specific outward demeanors, such as friendliness, which can lead to stress and emotional dissonance over time.

**92.** (B) Behaviorally Anchored Rating Scale
In human resource management, BARS stands for Behaviorally Anchored Rating Scale, representing an advanced performance appraisal method. This system combines the qualitative benefits of critical incidents with the quantitative aspects of rating scales by anchoring performance levels to specific, observable behavioral examples, enhancing evaluation objectivity and providing clear development feedback.

**93.** (A) gathering feedback from subordinates, peers, supervisors, and customers.
A 360-degree performance appraisal is a comprehensive evaluation method that gathers feedback from a full circle of observers around the employee. This process aggregates ratings from subordinates, peers, direct supervisors, and external clients alongside self-evaluations, providing a rich, multi-perspective assessment of the individual's leadership skills, behavioral traits, and professional contributions.

**94.** (C) Consistently rates employees higher than they deserve.
The leniency error is a common rating bias in performance appraisals that occurs when a supervisor evaluates subordinates higher than their actual performance justifies. Driven by a desire to avoid interpersonal conflict, maintain team harmony, or boost employee morale, this systematic distortion reduces the validity of evaluations and complicates performance-based compensation decisions.

**95.** (A) P-3, Q-2, R-4, S-1
Performance appraisals are prone to various cognitive errors that distort objective evaluation. The halo error lets one positive trait influence the entire rating, while central tendency places everyone near the midpoint. The recency error overweights late events, and the contrast error skews evaluations by comparing employees with each other rather than standard performance criteria.

**96.** (C) Not Urgent but Important
Within Stephen Covey's time management matrix, Quadrant II is reserved for activities that are highly important but not urgent. This vital

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**169.** (D) Underestimate external factors and overestimate internal factors when judging others' behavior.
The fundamental attribution error is a cognitive bias where individuals judging others' behavior tend to underestimate the influence of external, situational factors and overestimate the influence of internal, personal characteristics. This bias often leads managers to blame an employee's personality or capability for performance failures rather than recognizing contributing environmental constraints.

**170.** (A) External factors such as bad luck.
Self-serving bias is a cognitive distortion where individuals attribute their successes to internal personal factors, such as skill, intelligence, or hard work, while blaming failures on external situational factors, such as bad luck, task difficulty, or uncooperative colleagues. This defense mechanism protects self-esteem but can hinder objective performance analysis.

**171.** (B) Sensing (S)
In the Myers-Briggs Type Indicator system, the sensing preference characterizes individuals who process information through direct, concrete experiences. These people are typically practical, detail-oriented, and focused on facts, preferring routine and established order over abstract concepts, future possibilities, or theoretical frameworks when navigating tasks and making decisions in organizational settings.

**172.** (B) Unwritten mutual expectations between employee and employer.
The psychological contract consists of the unwritten, subjective expectations and mutual obligations that exist between an employee and their employer. Unlike a formal written employment contract, it covers qualitative factors such as loyalty, job security, respect, and career progression, significantly influencing worker motivation, job satisfaction, trust, and overall organizational commitment.

**173.** (A) No longer motivates behavior.
Abraham Maslow's hierarchy of needs proposes that human motivations are structured in a progressive pyramid. According to this framework, once a specific level of need is substantially satisfied, it ceases to act as an active motivator of human behavior. The individual then shifts their focus toward satisfying the next higher level of need.

**174.** (B) A high need for power and a lower need for affiliation.
David McClelland's acquired needs theory suggests that effective institutional managers typically possess a high need for power, coupled with a lower need for affiliation. This specific profile allows managers to focus on organizing resources, influencing teams, and making objective, fair decisions without being compromised by a strong desire to be liked by subordinates.

**175.** (D) Decrease work efforts or demand greater rewards.
Adams' Equity Theory proposes that individuals seek fairness by comparing their input-outcome ratio with that of referent others. If an employee perceives inequity through being under-rewarded, cognitive tension arises. To restore equity, the worker is likely to alter their behaviors by reducing their inputs, such as effort, or demanding increased outcomes, such as pay.

**176.** (C) Adding greater responsibility, autonomy, and job control (vertical loading).
Job enrichment is a motivational technique that involves vertical expansion of a job role by adding depth, responsibility, and autonomy. By granting employees greater control over planning, executing, and evaluating their work, it addresses higher-level needs such as growth and achievement, resulting in enhanced job satisfaction, engagement, and overall performance.

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**177.** (B) A leader's style is fixed, meaning the situation or leader must change.
The Fiedler Contingency Model posits that an individual's fundamental leadership style is fixed and primarily measured by the Least Preferred Coworker scale. Because this style cannot easily be changed, achieving effective leadership requires either placing the leader in a matching situation that suits their style or altering the situation to fit the leader.

**178.** (D) Remove obstacles and support employees to achieve set work goals.
In Path-Goal Theory, the central responsibility of a leader is to clarify the path to goal achievement for subordinates. This involves assisting

employees by removing operational obstacles, providing necessary resources, and offering behavioral support. By aligning individual paths with organizational goals, leaders increase employee expectancy, motivation, satisfaction, and overall performance.

**179.** (A) Give minimal guidance and let the group decide.
A laissez-faire leadership style is characterized by a hands-off approach where the leader provides minimal direction, resources, and guidance to subordinates. This style delegates complete decision-making authority and operational freedom to the group, allowing members to establish their own goals and solve problems independently, which requires highly self-motivated and skilled team members.

**180.** (A) Both A and R are true and R is the correct explanation of A.
Transformational leadership exceeds transactional leadership in fostering long-term change because it inspires employees to transcend self-interest for a shared organizational vision. Transactional leadership, while useful for stability, relies on contingent rewards and correcting deviations. Therefore, inspiring vision directly explains why transformational methods drive sustained behavioral change and organizational adaptation over time.

**181.** (A) Highlighting supportive data and ignoring opposing views.
Confirmation bias is a cognitive shortcut where decision-makers actively seek, interpret, and favor information that aligns with their pre-existing beliefs or hypotheses. Concurrently, they tend to discount, ignore, or undervalue contradictory evidence and opposing viewpoints, leading to distorted analyses, overconfidence in decisions, and a failure to recognize potential project risks.

**182.** (D) Easily recalled or recently acquired information.
The availability heuristic is a mental shortcut where individuals estimate the probability of events based on how easily examples come to mind. This relies heavily on highly vivid, emotionally charged, or recently acquired information, causing decision-makers to overlook comprehensive statistical data in favor of memorable events, leading to skewed risk assessments.

**183.** (B) Pours additional resources into a failing plan.
Escalation of commitment describes a phenomenon where a decision-maker continues to allocate resources, such as time, money, or effort, to a failing course of action despite clear evidence of negative outcomes. This irrational behavior is often driven by a desire to justify past investments and avoid the psychological pain of admitting failure.

**184.** (C) Nominal Group Technique
The Nominal Group Technique is a structured decision-making method that restricts direct verbal communication between members during the initial idea-generation phase. Participants write down their ideas silently and independently, ensuring that dominant personalities do not control the discussion. This approach fosters equal contribution, structured evaluation, and systematic voting on the proposed solutions.

**185.** (D) A is false but R is true.
While high morale enhances employee willingness to work, it does not guarantee high productivity because output relies on non-human factors like technology, skill proficiency, and raw materials. Morale is only one variable in the production process. Therefore, the assertion is false, but the reason is a true statement explaining this complex industrial dynamic.

**186.** (A) Mentally challenging work and equitable rewards.
Job satisfaction is significantly influenced by work conditions and compensation structures. Employees report higher satisfaction when their roles offer mentally challenging tasks that utilize their skills, combined with equitable rewards that recognize their contributions fairly. This balance fosters intrinsic motivation and a perception of organizational justice, reducing stress and turnover.

**187.** (B) Voluntary, extra-role actions that help organizational performance.
Organizational Citizenship Behavior refers to voluntary, discretionary actions performed by employees that are not part of their formal job requirements but nevertheless promote the effective functioning of the organization. Examples include helping colleagues, volunteering

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for extra duties, and representing the company positively, which collectively improve team morale and overall productivity.

**188.** (B) Body movements, gestures, and facial expressions.
Kinesics is the study of non-verbal communication through body language, including physical movements, gestures, eye contact, and facial expressions. This field of study helps administrators interpret subtext and emotional cues during interpersonal interactions, providing deeper context to spoken words and enhancing the accuracy of message transmission within organizational networks.

**189.** (A) Filtering of negative information.
Upward communication flows from subordinates to managers and is highly susceptible to the filtering of negative information. Employees often manipulate or omit unfavorable data before passing it to superiors to protect their own reputations or avoid displeasing management. This distortion deprives leaders of critical information needed for accurate organizational decision-making.

**190.** (C) Data inflow exceeds individual processing limits.
Information overload is a communication barrier that occurs when the volume of data inflow exceeds an individual's cognitive processing capacity. When faced with excessive messages, reports, and emails, employees struggle to identify critical details, leading to delayed decision-making, increased stress, operational errors, and an overall decline in organizational productivity.

**191.** (D) Face-to-face conversation
Channel richness refers to the amount of information that can be transmitted during a communication episode. Face-to-face conversation has the highest channel richness because it allows the simultaneous transmission of multiple cues, including verbal speech, vocal tone, facial expressions, and body language, while facilitating immediate, real-time feedback and personal connection.

**192.** (C) Governing employees' private domestic life at home.
Organizational culture establishes boundaries, conveys identity, and serves as a control system for employee behavior within the workplace. However, its authority is strictly confined to professional and work-related contexts. It does not govern or dictate employees' private, domestic lives at home, which remain entirely separate from the company's shared values and behavioral norms.

**193.** (B) Socialization
Socialization is the developmental process through which new employees acquire the necessary knowledge, behaviors, and values to integrate into an organization's unique culture. This adjustment phase aligns individual expectations with corporate norms through onboarding, training, and mentoring, facilitating smoother collaboration and reducing the initial stress associated with starting a new job.

**194.** (D) Reflect unique situations and problems faced by a specific department.
While a dominant culture exists across an entire organization, subcultures frequently develop within specific departments, geographic locations, or professional functions. These localized cultures emerge to reflect the unique situations, tasks, challenges, and shared experiences of specific employee groups, allowing them to adapt their working methods while still aligning with the broader corporate values.

**195.** (A) P-2, Q-3, R-1, S-4
Conflict management styles are defined by varying levels of assertiveness and cooperativeness. Avoiding involves ignoring conflicts, whereas accommodating requires subordinating personal interests to benefit others. Compromising involves mutual sacrifices to reach a middle ground. Collaborating represents high cooperation and assertiveness, where parties work together to create integrative, mutually beneficial solutions that fully resolve outstanding issues.

**196.** (C) Power of A over B grows if B depends on A.
The dependency postulate is a cornerstone of organizational power dynamics, asserting that an individual's or group's power over another is directly proportional to how dependent the second party is on the first. If someone controls resources that others require but cannot easily obtain elsewhere, their relative authority and influence within the relationship increase significantly.

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specific goals through clearly defined roles and hierarchical relationships. Friendships and social satisfaction describe informal groups that emerge spontaneously. Therefore, statements asserting that formal organizations are formed spontaneously and prioritize social satisfaction over task achievement are incorrect descriptions of corporate designs.

**216.** (C) Unity of Command
A matrix organizational structure integrates functional and product divisions, requiring employees to report to two managers simultaneously. This dual-reporting relationship violates the classical management principle of unity of command, which dictates that workers should have only one supervisor, often leading to role conflict, power struggles, and confusion over priorities.

**217.** (D) Matrix chain
The informal communication network within an organization, known as the grapevine, is categorized into four classic structural configurations: the single-strand chain, the gossip chain, the probability chain, and the cluster chain. A matrix structure is a formal organizational design and is not classified as one of these informal grapevine patterns.

**218.** (A) A series of ulterior transactions leading to a negative outcome.
In Eric Berne's Transactional Analysis, a psychological game is defined as a structured series of ongoing, ulterior transactions that progress to a predictable, well-defined outcome. These interactions are characterized by hidden motives, a switch in roles, and a payoff of negative emotions for the participants, often disrupting healthy, productive organizational communication.

**219.** (C) Blind Spot
In the Johari Window, communication patterns shape interpersonal dynamics. When an individual frequently provides feedback to colleagues but remains closed or defensive to receiving feedback, their blind spot expands. This pane represents information about the person that is obvious to others in the organization but unknown to the individual themselves, hindering self-awareness.

**220.** (B) I and III
Bruce Tuckman's model of group development outlines the norming stage as a phase where interpersonal conflicts are resolved, leading to increased cohesion, trust, and mutual respect. During this period, members establish clear ground rules, shared expectations, and solidified group norms, allowing the team to work harmoniously and prepare for the subsequent performing stage.

**221.** (A) Staff of similar levels from different work departments.
A cross-functional team consists of employees who occupy similar hierarchical levels within an organization but are drawn from different functional areas, such as marketing, finance, and engineering. This diverse group composition brings together various specialized skills and perspectives to collaborate on complex projects, resolve interdepartmental challenges, and foster organization-wide innovation.

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**222.** (C) Groupthink
Groupthink is a dysfunctional decision-making dynamic where the desire for group harmony overrules realistic evaluations of alternative courses of action. Team members suppress dissenting viewpoints, ignore external warnings, and convince themselves of their group's invulnerability. This collective rationalization leads to highly biased, low-quality decisions and a severe failure to anticipate potential risks.

**223.** (D) A team using digital technology to collaborate across distances.
A virtual team is a group of geographically dispersed individuals who use digital communication technologies—such as videoconferencing, collaborative software, and instant messaging—to work together on organizational projects. This structure allows companies to assemble diverse talent from different global locations, reducing travel expenses and facilitating flexible working arrangements.

**224.** (C) Divergent and creative problem-solving.
Lateral thinking refers to a cognitive problem-solving approach that seeks solutions through unorthodox, creative methods. Rather than following traditional, linear logic or step-by-step reasoning, this technique encourages individuals to look at challenges from multiple, unique angles, enabling the discovery of innovative

**206.** (C) Minimizes errors by rating explicit, observable job behaviors.
A Behaviorally Anchored Rating Scale combines elements of traditional rating scales and critical incident methods to evaluate performance. By anchoring numerical scores with concrete, observable descriptions of job behavior, it provides evaluators with objective benchmarks. This systematic structure reduces subjective bias, leniency, and halo errors, ensuring more accurate and reliable assessments.

**207.** (D) Force managers to place employees into fixed performance brackets.
A forced distribution appraisal system requires managers to evaluate and allocate employees into predetermined performance categories according to a fixed distribution curve, often resembling a bell curve. This system eliminates central tendency and leniency biases by forcing supervisors to differentiate performance levels, clearly identifying top achievers and underperforming employees within the organization.

**208.** (C) Translating corporate goals down to departments and individuals.
In Management by Objectives, the cascade approach represents the systematic process of translating broad, top-level corporate goals down through the hierarchy to departments, teams, and individual employees. This ensures that every worker's personal objectives are explicitly aligned with the strategic direction of the enterprise, maximizing operational cohesion and goal alignment.

**209.** (B) Continuous, incremental quality improvement.
Kaizen is a Japanese business philosophy centered on continuous, incremental improvements across all organizational processes. In Total Quality Management, Kaizen encourages employees at every level—from factory floor workers to executives—to identify minor inefficiencies and suggest small, ongoing changes, collectively leading to massive enhancements in quality, safety, productivity, and waste reduction over time.

**210.** (D) Employee groups meeting regularly to resolve operational problems.
Quality Circles are participative management structures consisting of small groups of employees from the same work area who meet regularly to identify, analyze, and solve operational, safety, or quality-related problems. This practice empowers frontline staff, improves communication, fosters a culture of collaborative problem-solving, and increases operational efficiency within the organization.

**211.** (A) Gantt Chart
A Gantt Chart is a foundational project management tool used to illustrate a project schedule. It displays individual tasks as horizontal bars along a timeline, indicating start dates, durations, and end dates. This visualization enables project managers to track progress, monitor task dependencies, and ensure resources are allocated effectively to meet deadlines.

**212.** (C) Most likely time
In PERT project network analysis, '$m$ ' represents the most likely time required to complete a specific activity under normal operating conditions. This value is weighted heavily in the calculation of expected activity duration, balancing the optimistic time 'o' and the pessimistic time '$p$' to derive a realistic and statistically sound project schedule.

**213.** (A) Adding resources to critical activities to shorten overall project duration.
Crashing a project is a compression technique where project managers allocate additional resources—such as overtime labor or extra equipment—to critical path activities. This process aims to shorten the overall project duration while minimizing additional costs. It is utilized when deadlines are moved forward or project schedules experience severe delays.

**214.** (D) An employee should report to and receive directions from only one supervisor.
The classical management principle of unity of command mandates that each employee should receive orders from and report directly to only one supervisor. Establishing single lines of accountability prevents conflicting instructions, reduces task ambiguity, minimizes internal workplace politics, and strengthens the overall control and authority structure within the organizational hierarchy.

**215.** (B) II and IV
Formal organizations are characterized by planned, rational structures designed to achieve

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**234.** (A) Impact
Psychological empowerment is a multidimensional concept describing an employee's cognitive motivation. It comprises four key dimensions: meaning, which represents alignment with values; competence, indicating self-efficacy; self-determination, denoting autonomy over choices; and impact, which represents the degree to which an individual can influence strategic, administrative, or operational outcomes.

**235.** (A) Both A and R are true and R is the correct explanation of A.
Social mobilization is vital for rural development because it transforms community members from passive aid recipients into active, engaged stakeholders. By organizing local communities, mobilization fosters collective agency, ownership, and local decision-making. Therefore, active stakeholder engagement directly explains why social mobilization is a necessary precursor for achieving long-term, sustainable development outcomes.

**236.** (B) Asset-Based Community Development framework.
The Asset-Based Community Development framework is a developmental methodology that focuses on identifying, mobilizing, and utilizing the existing resources, talents, and capabilities within a community. Unlike deficit-focused models that prioritize external aid, this approach empowers residents by building on local strengths, promoting community ownership, and fostering sustainable, self-reliant development.

**237.** (A) Make decision-making more responsive to local needs and conditions.
Decentralization in extension administration involves delegating authority and decision-making power from central offices to regional or local units. This administrative strategy aims to make policies and interventions more responsive to unique local needs, diverse agricultural conditions, and regional crises, thereby increasing operational flexibility and community trust in public programs.

**238.** (C) Increase specialization and efficiency.
In traditional scientific management, separating the planning function from the execution function was designed to maximize industrial specialization and operational efficiency. By assigning cognitive planning tasks to specialized managers and physical labor to workers, the model reduced task complexity, eliminated wasted motions, and standardized production processes on the shop floor.

**239.** (D) Harmony and team spirit should be promoted among personnel.
Esprit de corps is one of Henri Fayol's fourteen principles of management, emphasizing the promotion of harmony, unity, and team spirit among organizational personnel. By encouraging open communication and preventing division among workers, managers build mutual trust, raise employee morale, and foster a cooperative environment that enhances collective productivity.

**240.** (C) Human relations, shared power, and conflict integration.
Mary Parker Follett was a pioneering management theorist who emphasized human relations, group dynamics, and integrative conflict resolution. Rather than relying on coercive power or compromise, she advocated for "power-with" instead of "power-over," suggesting that conflicts should be integrated to find creative solutions that satisfy both parties' underlying needs.

**241.** (B) Has no interaction with its environment.
In organizational theory, a closed system is defined as an entity that is completely isolated from and has no interaction with its external environment. This theoretical framework assumes the organization operates autonomously, ignoring external market shifts, regulatory changes, or resource dependencies, focusing instead on internal procedural standardization and mechanistic efficiency.

**242.** (D) A broad decision-making guideline.
In organizational planning, a policy is defined as a broad, ongoing guideline that directs managerial decision-making and action. Unlike rigid rules, policies establish general parameters and boundaries while allowing managers to exercise discretion when resolving routine or recurring issues, ensuring that departmental activities remain aligned with corporate strategic objectives.

**243.** (A) Marketing strategy design
In the POSDCORB framework, staffing represents the administrative function dedicated to managing human resources,

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options and fostering a climate of organizational creativity.

**225.** (B) I, II, III and IV
Brainstorming is a creative group technique governed by specific principles: prohibiting criticism, encouraging unconventional ideas, striving for a high volume of suggestions, and combining concepts. While these guidelines maximize creative output, the process does not guarantee a flawless final decision, making the assertion of guaranteed perfection incorrect in organizational analysis.

**226.** (D) The facilitator responsible for managing the transformation.
A change agent is an internal leader or external consultant who acts as a facilitator responsible for planning, initiating, and managing organizational transformation. These individuals diagnose systemic problems, design change strategies, overcome employee resistance, and stabilize new behaviors, ensuring that the organization transitions smoothly and effectively toward its desired future state.

**227.** (A) Structural inertia that maintains current routines.
Structural inertia acts as a powerful organizational barrier to change. This phenomenon occurs when built-in mechanisms such as standardized operating procedures, selection processes, and formal structures work to maintain stability and preserve established routines. Consequently, when modifications are proposed, these systemic structures automatically resist change, hindering adaptation.

**228.** (C) Collecting and analyzing data to choose strategic actions.
Action Research is a foundational methodology in Organizational Development that involves a systematic cycle of data collection, analysis, feedback, and action planning. By using scientific research methods to diagnose specific organizational issues, change agents can implement evidence-based interventions and subsequently evaluate their effectiveness, fostering continuous learning and structured change.

**229.** (A) Improving group dynamics, team roles, and communications.
Team-building interventions in organizational development are structured activities designed to enhance the effectiveness of workgroups. These activities focus on improving interpersonal relations, clarifying team member roles, and establishing open communication channels. By resolving latent conflicts and fostering mutual trust, team-building interventions enhance overall group cohesion, collaboration, and collective productivity.

**230.** (D) System-wide transformation.
A system-wide transformation is a large-scale Organizational Development intervention designed to modify an entire enterprise's culture, structure, and strategy simultaneously. This holistic approach aligns all internal processes with changing external environments, requiring active leadership support and comprehensive employee participation to achieve deep, lasting structural and behavioral changes across all departments.

**231.** (B) Participatory Rural Appraisal
In rural mobilization and community development, PRA stands for Participatory Rural Appraisal. This approach comprises a set of participatory methodologies that enable local people to analyze their own reality, map resources, prioritize challenges, and formulate developmental plans, ensuring they act as active decision-makers rather than passive recipients of external aid.

**232.** (C) Dialogue and problem-posing education, where teachers and learners co-investigate reality.
Paulo Freire's educational philosophy rejects the traditional banking model of education, advocating instead for dialogue and problem-posing education. This approach positions teachers and learners as co-investigators of their shared social reality. By engaging in critical dialogue, marginalized groups develop consciousness regarding social structures and build agency to drive community mobilization.

**233.** (D) Empower members through micro-savings and shared credit.
Self-Help Groups are voluntary associations of rural individuals, particularly women, established to foster financial self-reliance. By pooling their small savings into a shared fund, members gain access to micro-credit on reasonable terms. This financial empowerment reduces reliance on exploitative local moneylenders, supports micro-enterprises, and strengthens social networks within the community.

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**253.** (A) Anchoring bias
Anchoring bias is a cognitive distortion where decision makers disproportionately rely on the first piece of information encountered when making decisions. Even if this initial information is highly irrelevant, individuals struggle to sufficiently adjust their subsequent judgments away from this starting point, resulting in skewed assessments and inaccurate organizational choices.

**254.** (C) Herbert Simon
The concept of satisficing was introduced by Herbert Simon within his theory of bounded rationality. Simon argued that because human decision-makers face cognitive limitations, time constraints, and incomplete information, they cannot realistically optimize. Instead, they choose the first alternative that meets their minimum acceptability threshold, resolving problems adequately rather than perfectly.

**255.** (D) Lower employee turnover and higher performance.
Affective commitment represents an employee's positive emotional attachment to, identification with, and involvement in their organization. When workers exhibit high levels of affective commitment, they genuinely align with corporate goals, resulting in significantly lower turnover rates, reduced absenteeism, increased willingness to perform extra-role behaviors, and higher overall job performance.

**256.** (C) Different understandings of a common word or phrase.
A semantic barrier occurs when the sender and receiver assign different meanings to the same words, phrases, or symbols. This linguistic mismatch results in misunderstandings, confusion, and misaligned actions within an organization. It is often caused by the use of specialized jargon, ambiguous language, or cultural differences in communication styles.

**257.** (B) Hand gestures
Paralanguage refers to the non-verbal elements of vocal communication that accompany speech, such as tone of voice, pitch, volume, and speech rate. These auditory cues modify meaning and convey emotion. However, paralanguage does not include hand gestures, which are classified under kinesics as visual, body-movement-based forms of non-verbal communication.

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**258.** (D) Shared stories, rituals, and symbols.
Organizational culture is transmitted to employees through social mechanisms that illustrate corporate values. Shared stories about founders, daily rituals, corporate symbols, and specialized language serve as powerful communication tools. These mechanisms socialize workers, reinforcing acceptable behaviors and helping individuals internalize the underlying beliefs and expectations of the enterprise.

**259.** (A) Repetitive activities reinforcing key corporate values.
In organizational culture, a ritual is a repetitive sequence of activities that expresses and reinforces the core values, goals, and expectations of the enterprise. These structured events, such as annual award ceremonies or weekly team meetings, build social cohesion, signal what behaviors are prized, and strengthen employees' psychological connection to the company.

**260.** (C) Fear.
Coercive power is an interpersonal power base that relies fundamentally on fear and the application of negative sanctions or punishments. An individual exercises this authority when subordinates comply with directives primarily to avoid undesirable consequences, such as formal demotions, official reprimands, salary cuts, task reassignments, or eventual termination from the organization.

**261.** (A) Blaming others to protect one's reputation.
Organizational politics comprises activities undertaken by individuals to acquire, develop, and use power to achieve desired outcomes in organizational settings. An example of political behavior is shifting blame onto colleagues to protect one's reputation during project failures. Such self-serving actions aim to influence resource distribution and self-protection outside formal administrative channels.

**262.** (D) Hinders group performance and destroys team cohesion.
Dysfunctional conflict refers to destructive disagreements within an organization that hinder group performance, disrupt collaboration, and erode team cohesion. This form of friction focuses on interpersonal animosities rather than task-related challenges. If left unmanaged, it creates hostile work environments, increases

including recruitment, selection, training, and performance appraisal. This function is strictly focused on internal personnel activities. It does not encompass marketing strategy design, which is a external-facing business function related to product promotion and customer outreach.

**244.** (C) Intervene only when major plan deviations occur.
Management by Exception is a control technique where managers delegate daily operations to subordinates and intervene only when significant deviations from established standards occur. By focusing attention on major exceptions rather than routine tasks, administrators optimize their time, empower employees, and ensure that critical organizational resources are directed toward resolving substantial issues.

**245.** (A) P-2, Q-1, R-4, S-3
Motivational theories offer diverse analytical frameworks. Maslow structures human motivation along a progressive needs hierarchy, while Vroom's expectancy theory focuses on cognitive assessments of expectancy, instrumentality, and valence. Adams emphasizes the equity of input-to-outcome comparisons with peers, and Locke's goal-setting theory demonstrates that specific, challenging goals drive individual task performance.

**246.** (D) Triggers a natural response without learning.
In classical conditioning theory, an unconditioned stimulus is an environmental event that naturally, automatically, and consistently triggers a specific, unlearned physiological response. This biological connection occurs independently of prior conditioning or learning, serving as the foundation upon which neutral stimuli can be paired to create conditioned responses over time.

**247.** (B) The phenomenon where higher expectations lead to an increase in performance.
The Pygmalion effect is a psychological phenomenon in organizational behavior where high expectations set by a supervisor lead to an increase in subordinate performance. When leaders communicate belief in an employee's capabilities, it enhances the worker's self-esteem and motivation, prompting behaviors that align with those positive expectations and confirming the initial beliefs.

**248.** (C) Company policy and administration
Frederick Herzberg's Two-Factor Theory classifies company policy and administration as a hygiene factor. These factors relate to the work context rather than the job itself. If absent or poor, they cause significant employee dissatisfaction; however, their presence only prevents dissatisfaction and does not act as a strong source of long-term motivation.

**249.** (D) Excel and meet high success standards.
In McClelland's theory of needs, the need for achievement represents an individual's intense desire to excel, achieve success in relation to a set of standards, and overcome challenging tasks. Individuals high in this need prefer moderate-risk activities, desire concrete feedback on their performance, and value personal responsibility for solving complex problems.

**250.** (A) Performance leads to expected rewards.
In Vroom's Expectancy Theory, instrumentality represents an individual's cognitive belief that achieving a specific level of job performance will directly lead to obtaining desired organizational rewards or outcomes. This subjective probability links performance to outcomes, acting alongside expectancy and valence to determine an employee's overall level of motivation in the workplace.

**251.** (B) Define and structure roles to achieve organizational goals.
According to the Ohio State leadership studies, initiating structure is a task-oriented behavioral dimension. A leader exhibiting high initiating structure focuses on defining and organizing work roles, setting clear performance standards, scheduling operations, and establishing formal communication channels. This behavioral pattern prioritizes task completion and goal attainment within the workgroup.

**252.** (B) Expectancy Theory
Robert House's Path-Goal Theory of leadership is derived from Victor Vroom's expectancy theory of motivation. It posits that subordinates are motivated when they believe their efforts will lead to high performance, which will be rewarded with valuable outcomes. Leaders apply this by adapting behaviors to clarify paths and increase these cognitive expectancies.

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**197.** (A) Resource importance, scarcity, and non-substitutability.
Dependency within an organization is created by three key variables: resource importance, scarcity, and non-substitutability. When a department or individual controls assets that are vital to operational success, in limited supply, and impossible to replace with alternatives, their organizational power expands as other units rely entirely on them to complete tasks.

**198.** (D) Use flattery or praise before making a request.
Ingratiation is an impression management and political tactic where an individual uses flattery, praise, or friendly behavior to make themselves more likable to a target. By cultivating a positive interpersonal relationship, the employee seeks to gain the target's goodwill and trust, thereby increasing the probability that subsequent professional requests or demands will be accepted.

**199.** (B) Faces conflicting expectations from different roles.
Role conflict is an occupational stressor that occurs when an individual experiences incompatible expectations from different roles they occupy. When fulfilling the requirements of one role directly interferes with or prevents the successful execution of another, the employee faces psychological tension, which can negatively affect job performance, satisfaction, and overall mental health.

**200.** (C) Different departments or teams within the organization.
Intergroup conflict refers to disputes, friction, or disagreements that occur between different departments, teams, or divisions within an organization. This type of conflict often stems from competing goals, disputes over resource allocation, differences in departmental values, or communication breakdowns, and can either disrupt collaboration or drive constructive structural adjustments.

**201.** (D) Performance peaks at moderate, optimal stress levels.
The Yerkes-Dodson Law describes an inverted U-shaped relationship between stress (or arousal) and performance. It suggests that performance increases with physiological or mental arousal, but only up to an optimal point. When levels of stress become too high, performance begins to decline rapidly, indicating that moderate, manageable stress is most beneficial for productivity.

**202.** (A) Type A personality trait.
Individuals possessing Type A personality traits are characterized by competitiveness, impatience, urgency, and hostiles. These behavioral patterns expose them to higher levels of occupational and personal stress compared to Type B individuals. Over time, this chronic state of high arousal increases their vulnerability to stress-related physical and psychological illnesses, particularly cardiovascular diseases.

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**203.** (B) Stress reduction and emotional self-regulation.
Workplace mindfulness training is an evidence-based intervention designed to improve mental well-being, reduce occupational stress, and enhance emotional self-regulation. By teaching employees to focus on the present moment non-judgmentally, these programs help manage cognitive overload, lower burnout rates, and improve concentration, leading to healthier workplace interactions and sustained productivity.

**204.** (B) Hiding true feelings and displaying artificial emotions.
Surface acting is a form of emotional labor where an employee manages their outward emotional expressions to meet workplace expectations while keeping their underlying feelings unchanged. By suppressing genuine reactions and displaying artificial emotions, workers experience a cognitive discrepancy that can lead to emotional exhaustion, job dissatisfaction, and eventual burnout if practiced over extended periods.

**205.** (A) I and II
The Critical Incident method is a qualitative performance appraisal technique focusing on exceptionally good or bad behaviors exhibited by employees. It requires supervisors to maintain a continuous, written log of these incidents throughout the evaluation period rather than relying on memory. Unlike quantitative scales, this method emphasizes behavioral observations over numerical ratings.

employee stress and turnover, and reduces overall organizational productivity.

**263.** (B) Compromising
Compromising is a conflict-handling style characterized by a moderate level of assertiveness and cooperation. In this approach, both parties agree to make concessions and give up something of value to reach a mutually acceptable, middle-ground solution. It is typically utilized when organizational goals are important but not worth major operational disruptions.

**264.** (C) An employee is expected to do more than time or ability allows.
Role overload is an intense occupational stressor that occurs when an employee is assigned a volume of tasks that exceeds their available time, resources, or personal capabilities. Faced with these unrealistic expectations, workers experience cognitive fatigue, anxiety, and a decline in performance quality, which can eventually lead to severe burnout and high turnover.

**265.** (D) Help employees resolve personal and professional issues.
Employee Assistance Programs are employer-sponsored benefit programs designed to help workers identify and resolve personal and professional challenges. By providing confidential counseling, mental health resources, and support for substance abuse or financial stress, EAPs aim to improve employee well-being, reduce absenteeism, and restore high levels of productivity in the workplace.

**266.** (A) Scores employee traits along a performance continuum.
The Graphic Rating Scale is a widely used quantitative performance appraisal method. This technique lists a set of vital job traits and behaviors such as quality of work, dependability, and cooperation and requires supervisors to score each employee along a graduated continuum, providing a structured, easy-to-use format for standard evaluations.

**267.** (B) It causes an evaluator to rate all traits highly based on a single favorable characteristic.
The halo effect is a cognitive bias in performance appraisal that compromises evaluation accuracy. It occurs when a supervisor's positive perception of a single employee characteristic—such as physical appearance, sociability, or one outstanding project—influences them to rate all other unrelated job traits and performance dimensions highly, distorting the objective assessment.

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**268.** (B) Handling phone calls and minor, low-priority tasks.
In time management frameworks, tasks categorized as urgent but not important represent operational distractions, such as answering routine phone calls, replying to low-priority emails, or attending unproductive meetings. These activities demand immediate attention due to external pressures but do not contribute to long-term goals, requiring professionals to delegate or minimize them.

**269.** (A) Measurable, verifiable results and goal attainment.
The core philosophy of Management by Objectives is the collaborative establishment of clear, tangible, and verifiable organizational goals. This program focuses primarily on measuring performance against these specific, agreed-upon targets rather than evaluating subjective employee personality traits, ensuring that all individual efforts directly support strategic business outcomes and operational accountability.

**270.** (C) Minimal defects and high quality consistency.
Six Sigma is a data-driven quality management methodology designed to eliminate defects and reduce process variation. By utilizing rigorous statistical analysis, it aims to achieve highly consistent outputs, targeting a defect rate of no more than three point four failures per million opportunities, thereby maximizing customer satisfaction and operational efficiency.

**271.** (D) A specific point in time marking the start or completion of one or more activities.
In project network analysis, an event represents a distinct, instantaneous point in time that signals either the start or the completion of one or more activities. Unlike activities, events do not consume resources, labor, or physical time; they serve as critical chronological milestones to structure dependencies and track project schedules.

**272.** (C) Represent a logical dependency between activities without consuming time or resources.
In Critical Path Method and PERT networks, a dummy activity is a theoretical connection

**291.** (A) It viewed workers mechanically and ignored human needs.
Scientific management faced substantial criticism from human relations theorists because it adopted a mechanistic view of the workforce, treating employees as simple extensions of industrial machinery. By prioritizing task standardization, physical efficiency, and monetary incentives, the model ignored critical socio-psychological factors, social group dynamics, and higher-level human needs.

**292.** (C) The whole is greater than the sum of its parts.
In systems theory, synergy represents the phenomenon where the collaborative integration of various departments or subsystems produces a collective output that is significantly greater than the sum of their individual contributions. This principle demonstrates that organizational coordination, teamwork, and cross-functional alignment generate superior performance and strategic advantages.

**293.** (A) Planning
The managerial functions of planning and controlling are inextricably linked, forming a continuous cycle. Planning establishes the specific objectives, performance standards, and courses of action for the organization. Controlling measures actual performance against these standards to make corrections. Without planning, control lacks benchmarks, and without control, planning cannot evaluate success.

**294.** (C) Program achievements, activities, and measurable outputs.
A performance budget differs from traditional budgets by shifting focus from inputs to measurable outcomes. While traditional budgets list specific items purchased, a performance budget allocates resources based on program achievements, operational activities, and measurable outputs, allowing administrators to evaluate public expenditures based on efficiency and goal attainment.

**295.** (B) Filter and interpret information based on their own interests, background, and attitude.
Selective perception is a cognitive bias where individuals filter and interpret sensory inputs based on their own unique interests, backgrounds, experiences, and pre-existing attitudes. Instead of perceiving reality objectively, people absorb information that reinforces their current viewpoints while ignoring contradictory data, leading to biased assessments in organizational decision-making.

**296.** (C) Dislike work and must be controlled to perform.
Douglas McGregor's Theory X represents a traditional, pessimistic view of human motivation, assuming that employees naturally dislike work, lack ambition, and avoid responsibility. Consequently, managers operating under this framework believe that workers must be coerced, controlled, directed, and threatened with punishment to ensure they exert sufficient effort toward achieving organizational goals.

**297.** (D) Country Club Management
In the Blake and Mouton Managerial Grid, the 1,9 leadership style is designated as Country Club Management. This style is characterized by a high concern for employee comfort, social relationships, and well-being, combined with a low concern for task production. It aims to create a friendly, relaxed organizational atmosphere, sometimes compromising overall productivity.

**298.** (A) Delphi panels remain anonymous and remote, whereas NGT meets in person.
The Delphi Technique and Nominal Group Technique are structured decision-making methods with distinct designs. The Delphi Technique relies on an anonymous, remote panel of experts who respond to sequential questionnaires without face-to-face interaction. In contrast, NGT requires participants to meet in person to silently generate ideas before discussing and voting collectively.

**299.** (B) Any factor that disrupts or distorts transmission.
In communication theory, noise is defined as any internal or external factor that disrupts, distorts, or interferes with the successful transmission and reception of a message. Examples include physical sounds, cognitive biases, semantic ambiguities, or technical glitches, all of which compromise the accuracy and clarity of organizational communication.

**300.** (B) The degree to which members are attracted to each other and motivated to stay in the group.
In organizational behavior, group cohesiveness refers to the degree to which members are socially

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accept new behaviors and operational practices by dismantling old habits.

**282.** (A) Buying off leaders of a resistance group by giving them a key role in the change decision.
Co-optation is a political strategy used to manage resistance to organizational change. It involves seeking to win over the leaders of opposing factions by giving them key roles, titles, or decision-making authority in the change process. This approach secures their endorsement and minimizes collective resistance, though it can compromise genuine participation.

**283.** (B) Intergroup development.
Intergroup development is a specialized Organizational Development intervention designed to reduce dysfunctional conflict and improve collaboration between different departments or teams. By facilitating joint problem-solving sessions, addressing stereotypes, and improving communication channels, this intervention helps departments align their goals, enhance mutual trust, and optimize organizational coordination.

**284.** (B) Data is shared with employees to solve problems.
Survey feedback is a powerful Organizational Development intervention that involves collecting data through questionnaires and sharing the results with employees. It is most effective when utilized as a collaborative problem-solving tool, allowing teams to analyze findings, identify systemic issues, discuss solutions, and implement constructive changes to improve operations.

**285.** (A) Critically understands social structures and acts to improve them.
Conscientization is a core concept in critical pedagogy and social mobilization, ensuring that community members develop a critical understanding of their social, economic, and political realities. This awareness empowers marginalized groups to recognize systemic inequities, identify local challenges, and take collective action to transform their social structures and improve their livelihoods.

**286.** (C) Complete erosion of all traditional social structures overnight.
Empowerment through Self-Help Groups provides rural women with micro-savings, leadership skills, and increased decision-making power, leading to enhanced political and economic independence. While this process significantly challenges gender disparities, it does not cause the complete erosion of all traditional social structures overnight, which adapt slowly through ongoing community mobilization.

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**287.** (D) Active involvement of local actors throughout the project.
Participatory development is characterized by the active, continuous involvement of local actors and community members throughout all stages of a development project. By engaging residents in planning, decision-making, implementation, and evaluation, this approach ensures that interventions are tailored to local needs, fostering community ownership, capacity building, and sustainable project outcomes.

**288.** (C) Evaluate transparency and social impact via the community.
A social audit is an accountability mechanism that enables the community to evaluate the performance, transparency, and social impact of rural development programs. By comparing official project records against actual field realities, this participatory process identifies corruption, ensures funds are utilized correctly, and empowers local citizens to demand administrative accountability.

**289.** (B) Whether structure is planned by management or arises socially.
The primary distinction between formal and informal organizations lies in their origin and structure. Formal organizations are deliberately planned and established by management to achieve specific strategic goals through official hierarchies. Conversely, informal organizations arise spontaneously and socially from personal relationships, shared interests, and natural communication patterns among employees.

**290.** (D) Excessive regulations and rigid rules that block quick action.
In public administration, red tape refers to excessive regulations, rigid bureaucratic rules, and redundant procedures that hinder administrative efficiency and block quick action. This phenomenon increases transaction costs, delays service delivery, and frustrates citizens, highlighting the tension between maintaining strict procedural compliance and achieving responsive, client-centered public service.

(B) Systematically replacing national currency systems with local digital tokens
(C) Funding high-tech urban startup ventures that require venture capital
(D) Providing micro-credit and savings options to underserved rural populations

2004

**19.** What role does an incubation ecosystem primarily play for Agri-Startups?
(A) Providing physical infrastructure, professional mentorship, and funding access
(B) Directing the day-to-day operational and administrative decisions of the venture
(C) Absorbing all financial and operational liabilities of the startup unconditionally
(D) Eliminating any statutory requirement for the startup to register as a legal entity

2012

**20.** Consider the following statements regarding the Panchasutra principles of Self-Help Groups (SHGs).
I. Regular weekly or fortnightly meetings.
II. Regular savings by all members.
III. Regular external borrowing from private moneylenders.
IV. Regular internal lending among members.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) II and IV
(C) III only
(D) I and IV

2019

**21.** Under which statutory framework are Farmer Producer Organisations (FPOs) most commonly registered in India to ensure proper corporate governance?
(A) The Companies Act
(B) The Indian Penal Code
(C) The Societies Registration Act
(D) The Trade Unions Act

2004

**22.** Which of the following is a core principle established by the Rochdale Pioneers for cooperative societies?
(A) Implementing a rigid one share, one vote system for all major corporate decisions
(B) Requiring mandatory political affiliation and support for the ruling government
(C) Restricting cooperative membership strictly to highly localized business entities
(D) Establishing democratic member control through a one member, one vote system

2005

**23.** Which apex financial institution in India is exclusively dedicated to the promotion, financing, and development of micro, small, and medium enterprises?
(A) NCDC
(B) SIDBI
(C) RBI
(D) SFAC

2007

**24.** According to Jean-Baptiste Say, what is the primary role of the entrepreneur?
(A) Providing financial capital to external business entities
(B) Inventing entirely new scientific and technical processes
(C) Shifting resources to areas of higher economic productivity
(D) Managing daily operations of major non-profit organizations

2007

**25.** Consider the following statements regarding the classic theories of entrepreneurship.
I. Hagen's theory emphasizes status withdrawal as a trigger for entrepreneurial behavior.
II. Weber linked entrepreneurial growth to religious beliefs and the Protestant work ethic.
III. Schumpeter argued that entrepreneurs merely imitate existing business models.
IV. Cantillon viewed the entrepreneur as a bearer of uncertainty.
V. Say defined the entrepreneur as a coordinator of the factors of production.
Which of the above statements are correct?
(A) I, II, IV and V
(B) I, II, III and V
(C) II, III, IV and V
(D) I, III, IV and V

2004

**26.** In the context of Clarence Danhof's classification, an imitative entrepreneur is best described as one who:
(A) Adopts successful innovations already proven by others
(B) Creates highly advanced technological breakthroughs independently
(C) Refuses to adopt any market changes despite commercial pressure

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attracted to one another, share common values, and are motivated to remain active participants within the group. High cohesiveness aligns team efforts, improves internal communication, boosts moral, and enhances the group's collective capacity to achieve goals.

**********

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represented by a dashed line. It is used exclusively to show precise logical dependencies and sequence relationships between different activities. Dummy activities do not consume any project time, labor, or physical resources, maintaining network structural integrity.

**273.** (B) Lower-level managers are well-trained and the environment is complex and dynamic.
Decentralization is highly effective when lower-level managers possess the necessary training to make sound decisions and the operating environment is complex and dynamic. Distributing authority allows frontline units to respond quickly to localized challenges and market shifts, relieving executive workloads and enhancing the organization's adaptability to competitive pressures.

**274.** (D) Empowers a manager to make operational decisions.
Line authority represents the formal, direct command path within an organization, empowering managers to make critical operational decisions, direct the work of subordinates, and achieve primary objectives. In contrast, staff authority is advisory, offering specialized technical support, research, and expert recommendations to assist line managers without exercising direct command.

**275.** (A) Critical/Controlling Parent
In Transactional Analysis theory, a manager delivering highly critical, judgmental, and generalizing statements operates from the Critical Parent ego state. This psychological state reflects copied parental behaviors, characterized by directing, criticizing, and enforcing rules patronizingly. Such communication often triggers defensive, child-like responses from employees, hindering productive workplace dialogues.

**276.** (C) Self-disclosure.
In the Johari Window framework, the hidden area contains thoughts, feelings, and information known to the individual but kept secret from others. Transitioning this information to the open area requires self-disclosure, where the individual voluntarily shares their perspectives, building trust, reducing interpersonal friction, and improving collaboration within the workgroup.

**277.** (A) Adopt more extreme positions than individual views.
Group polarization is a social psychology phenomenon where group discussion causes members to adopt more extreme positions than their initial, individual inclinations. If individual members favor a moderate degree of risk or caution, the collective debate shifts the final group consensus toward a highly amplified, extreme version of that stance.

**278.** (D) Identifying individual efforts and holding them accountable.
Social loafing represents the tendency for individuals to exert less effort when working collectively in a group than when working alone. To prevent this performance decline, organizations must establish mechanisms to identify individual contributions, measure performance objectively, and hold each member accountable, thereby restoring personal responsibility and motivation within the team.

**279.** (B) Using analogies to make the strange familiar.
Synectics is a structured creative problem-solving methodology that stimulates innovation by using metaphors and analogies. This technique helps groups look at challenges from unusual angles, consciously attempting to make the strange familiar and the familiar strange, thereby breaking rigid cognitive patterns and uncovering novel, breakthrough solutions for complex organizational problems.

**280.** (C) Psychological safety to take interpersonal risks.
An organizational climate that successfully fosters creativity is built on psychological safety. When employees feel safe to take interpersonal risks, express unconventional ideas, and make mistakes without fear of ridicule or negative career consequences, they are highly motivated to engage in experimental thinking, driving continuous innovation and problem-solving.

**281.** (D) Overcoming inertia to prepare for needed change.
Unfreezing is the vital first phase of Kurt Lewin's three-stage change model, focusing on overcoming individual resistance and organizational inertia. This process involves disrupting the existing status quo, driving awareness of the need for transformation, and preparing employees to

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2014

**9.** Which behavioral exercise is LEAST relevant to developing core entrepreneurial self-efficacy?
(A) Role-playing for influencing processes
(B) Brainstorming for creative problem-solving
(C) Simulation games for decision-making
(D) Rote memorization of historical dates

2023

**10.** Match the phases of the entrepreneurship development cycle in List I with their corresponding activities in List II.
**List I :** (Phases)
P. Stimulatory Phase
Q. Support Phase
R. Sustaining Phase
S. Pre-training Phase
**List II :** (Activities)
1. Provision of management consultancy
2. Identification of potential entrepreneurs
3. Registration of the enterprise
4. Designing the course curriculum
(A) P-2, Q-3, R-1, S-4
(B) P-3, Q-1, R-4, S-2
(C) P-1, Q-4, R-2, S-3
(D) P-4, Q-2, R-3, S-1

2022

**11.** Which of the following is classified as a psychological barrier to entrepreneurship?
(A) Lack of infrastructural facilities
(B) Fear of failure and low self-confidence
(C) High taxation rates
(D) Complex regulatory compliance

2025

**12.** Which of the following represents a significant socio-cultural challenge specifically faced by women entrepreneurs in traditional societies?
(A) Accessing global internet networks and cross-border logistics systems
(B) Dual role conflict balancing family obligations and the enterprise
(C) Securing continuous availability of high-quality raw materials
(D) Navigating highly standardized corporate tax and accounting laws

2002

**13.** What is the defining criterion that distinguishes social entrepreneurship from traditional commercial entrepreneurship?
(A) Prioritizing societal impact alongside financial sustainability
(B) Maximizing shareholder wealth and minimizing operating costs
(C) Relying exclusively on direct government funding and subsidies
(D) Completely avoiding all forms of revenue-generating activities

2017

**14.** Which statutory body in India is primarily responsible for the promotion and development of the khadi and village industries sector?
(A) MSME
(B) EDII
(C) KVIC
(D) NIESBUD

NODIA

2018

**15.** Consider the following statements regarding Entrepreneurship Development Programmes (EDPs).
I. EDPs primarily focus on providing capital rather than training.
II. The evaluation phase of an EDP assesses the post-training success of participants.
III. Pedagogical techniques in EDPs include behavioral simulations.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2007

**16.** What is the foundational concept of Agripreneurship in the Indian context?
(A) Transitioning rural farmers to urban industrial employment opportunities
(B) Eliminating modern technological and mechanized interventions in farming
(C) Applying entrepreneurial principles to agricultural and allied sectors
(D) Restricting focus solely to traditional subsistence crop cultivation

2011

**17.** Which national institute acts as the nodal agency for implementing training under the Agri-Clinics and Agribusiness Centres (ACABC) scheme?
(A) NABARD
(B) MANAGE
(C) EDII
(D) NIESBUD

2007

**18.** What is the core mechanism through which Micro Finance institutions support rural development?
(A) Offering massive corporate loans directly to established multinational companies

# CHAPTER 08
# Entrepreneurial Development

2019

**1.** Which economist is recognized for first introducing the term entrepreneur into economic literature to describe a risk-taking dealer?
(A) Adam Smith
(B) Richard Cantillon
(C) Jean-Baptiste Say
(D) Joseph Schumpeter

2014

**2.** What is the primary functional difference between an entrepreneur and a traditional manager?
(A) A manager assumes all financial and operational risks associated with running the enterprise
(B) An entrepreneur focuses strictly on routine daily administration and maintaining stable structures
(C) A manager is primarily responsible for disruptive innovation and creating brand new markets
(D) An entrepreneur initiates change and assumes risk, while a manager runs routine operations

2007

**3.** According to Joseph Schumpeter, which of the following represents the defining characteristic of an entrepreneur?
(A) Undertaking innovative combinations of resources
(B) Supplying financial capital to new ventures
(C) Withdrawing from social status
(D) Following religious doctrines of capitalism

2005

**4.** In Clarence Danhof's classification, which type of entrepreneur strictly refuses to adopt opportunities or changes, even if it results in losses?
(A) Innovating entrepreneur
(B) Imitative entrepreneur
(C) Drone entrepreneur
(D) Fabian entrepreneur

2022

**5.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** The Entrepreneurship Development Institute of India (EDII) maps specific competencies required for successful entrepreneurial behavior.
**Reason (R) :** Opportunity seeking and persistence are classified as key entrepreneurial competencies under the EDII framework.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2012

**6.** According to motivational theories in entrepreneurship, the Need for Power (nPow) is best characterized by which of the following behaviors?
(A) The desire to establish strong interpersonal relationships
(B) The drive to excel and achieve challenging goals
(C) The preference to work entirely independently
(D) The urge to control or influence the behavior of others

2021

**7.** Which component is central to David McClelland's Achievement Motivation Syndrome?
(A) High risk aversion
(B) The desire to take moderate, calculated risks
(C) The need for affiliation (nAff)
(D) The absolute rejection of external feedback

2007

**8.** What is the primary purpose of utilizing the Ring Toss game during entrepreneurship training?
(A) To assess accounting and bookkeeping skills
(B) To measure raw physical endurance
(C) To evaluate risk-taking and goal-setting behavior
(D) To demonstrate theoretical economic principles

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(D) Acts cautiously, adopting changes only when forced by failure

2015

**27.** Which entrepreneurial competency, as defined by EDII, involves an entrepreneur's ability to take repeated or different actions to overcome an obstacle?
(A) Persuasion
(B) Persistence
(C) Information seeking
(D) Systematic planning

2012

**28.** How does the Need for Autonomy manifest in entrepreneurial behavior?
(A) A strong desire to operate within highly rigid and structured corporate hierarchies
(B) The drive to act independently and maintain control over one's professional destiny
(C) The constant need to be supervised and evaluated directly by senior management
(D) A preference for group-based consensus decision-making over individual action

2009

**29.** According to David McClelland, individuals with a high Need for Achievement (nAch) typically prefer tasks that involve:
(A) Moderate, calculated risks where personal skill influences the outcome
(B) High, speculative risks where outcomes depend entirely on external luck
(C) No risk scenarios where guaranteed outcomes require minimal effort or skill
(D) Pure chance scenarios like lottery options with no control over outcomes

2018

**30.** Identify the correct sequence of phases in a standard Entrepreneurship Development Programme (EDP).
(A) Support Phase, Pre-training Phase, Sustaining Phase
(B) Pre-training Phase, Training Phase, Follow-up Phase
(C) Follow-up Phase, Training Phase, Pre-training Phase
(D) Sustaining Phase, Stimulatory Phase, Support Phase

2011

**31.** Which of the following behavioral exercises is specifically designed to improve an entrepreneur's ability to network and negotiate?
(A) Solitary meditation
(B) Repetitive data entry tasks
(C) Silent reading comprehension
(D) Influencing process exercises

2023

**32.** During the stimulatory phase of the entrepreneurship development cycle, which activity is most prominent?
(A) Assisting in continuous modernization of the plant
(B) Providing tax holidays for established firms
(C) Conducting entrepreneurial awareness campaigns
(D) Facilitating the expansion of existing product lines

2024

**33.** An entrepreneur failing to launch a startup due to complex licensing procedures is encountering which type of barrier?
(A) Psychological barrier
(B) Regulatory barrier
(C) Social barrier
(D) Cultural barrier

2003

**34.** Which of the following is an INCORRECT statement regarding women entrepreneurship in India?
(A) Women entrepreneurs often face difficulties in accessing financial credit.
(B) Dedicated policy support schemes exist to promote women-led enterprises.
(C) Lack of property ownership often limits the collateral available to women entrepreneurs.
(D) Women entrepreneurs encounter zero socio-cultural challenges in modern rural markets.

2001

**35.** Arrange the following stages of venture funding for Agri-Startups in their standard logical order.
I. Series A Funding
II. Seed Funding
III. Pre-Seed Funding
IV. Initial Public Offering (IPO)
(A) III, II, I, IV
(B) II, III, I, IV
(C) I, II, III, IV
(D) III, I, II, IV

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2023
**36.** Which operational model is heavily utilized by Social Entrepreneurs to ensure long-term viability?
(A) Models relying entirely on short-term external philanthropic grants
(B) Purely commercial models that completely ignore social externalities
(C) Hybrid models combining revenue generation with social value creation
(D) Highly speculative multi-level marketing and pyramid-style schemes

2024
**37.** What is the primary mandate of NIESBUD in the entrepreneurial ecosystem?
(A) To coordinate and oversee entrepreneurship development training
(B) To directly manufacture and market rural handloom commodities
(C) To act as a commercial bank for large industrial corporate units
(D) To regulate the trading activities of the national stock market

2017
**38.** The evaluation phase of an EDP is critical because it helps to determine:
(A) The exact long-term profit margins achieved by the training institute
(B) The direct personal net worth and earnings of the individual trainers
(C) The historical and theoretical origins of the Rochdale principles
(D) The effectiveness of the training and the rate of enterprise creation

2015
**39.** Which emerging avenue within Agripreneurship focuses on integrating tourism with agricultural farm operations?
(A) Precision Farming
(B) Agri-tourism
(C) Hydroponics
(D) Contract Farming

2004
**40.** Consider the following statements about the ACABC scheme.
I. It aims to supplement efforts of public extension by providing specialized services.
II. It exclusively targets untrained urban youth.
III. It provides subsidy support for setting up agribusiness ventures.
IV. MANAGE acts as the nodal training agency for the scheme.
Which of the above statements are correct?
(A) I, II and III
(B) I, III and IV
(C) II, III and IV
(D) I, II and IV

NODIA

2008
**41.** Which delivery model is most strongly associated with the success of Micro Finance in rural India?
(A) The formal Venture Capital funding and equity investment model
(B) The informal Angel Investor networks and seed capital funding model
(C) The national Sovereign Wealth Fund and government direct grant model
(D) The Joint Liability Group (JLG) and SHG-Bank Linkage delivery model

2004
**42.** In the context of Agri-Startups, what does the term 'incubation' specifically refer to?
(A) Nurturing early-stage companies through structural support and resources
(B) Conducting the rapid liquidation of all corporate assets and liabilities
(C) Managing the final operational stage of a firm prior to bank bankruptcy
(D) Executing a hostile financial takeover of smaller agricultural businesses

2016
**43.** Under the NABARD Bank-Linkage Programme, what is the primary purpose of grading an SHG?
(A) To determine the political affiliation of the active group members
(B) To assess its creditworthiness and readiness for commercial bank loans
(C) To evaluate the physical fitness and health of the community members
(D) To tax the internal savings and capital accumulated within the group

2008
**44.** Which statutory body is significantly involved in the promotion and capacity building of Farmer Producer Organisations (FPOs) alongside NABARD?
(A) ISRO (Indian Space Research Organisation)
(B) SFAC (Small Farmers' Agribusiness Consortium)
(C) IRDAI (Insurance Regulatory and Development Authority of India)
(D) TRAI (Telecom Regulatory Authority of India)

2009

**45.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Cooperatives operate on a tier-structure, often comprising primary, district, and state levels.
**Reason (R) :** The tier-structure allows cooperatives to integrate local community engagement with larger market access and financial stability.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2019

**46.** What is the specific developmental role of the National Cooperative Development Corporation (NCDC)?
(A) Regulating operations of private sector commercial banks and institutions
(B) Managing and issuing national currency notes and monetary policy frameworks
(C) Promoting production, processing, and marketing through rural cooperatives
(D) Developing and managing high-end urban real estate commercial properties

2001

**47.** Who among the following is an intrapreneur?
(A) An independent founder starting a new software company outside any firm
(B) A traditional manager executing daily administrative and operations tasks
(C) An external angel investor providing venture capital to early-stage setups
(D) A corporate executive who innovates and creates ventures inside a firm

2017

**48.** Everett Hagen's theory of entrepreneurship relies heavily on which sociological concept?
(A) Pure financial profit maximization motives
(B) The religious Protestant work ethic values
(C) Status withdrawal of a minority social group
(D) Highly deterministic technological shifts

2015

**49.** A Fabian entrepreneur is distinguished by their tendency to:
(A) Instantly embrace and adopt new technological advancements
(B) Act with extreme caution when adopting market innovations
(C) Refuse any operational changes even if the business fails
(D) Innovate rapidly without conducting any market research

2003

**50.** Consider the following statements regarding entrepreneurial characteristics.
I. Need for Autonomy is a key entrepreneurial trait.
II. Clarence Danhof categorized entrepreneurs into four types.
III. Schumpeter viewed the entrepreneur strictly as a risk-bearing capitalist.
IV. Goal-setting is an assessable entrepreneurial behavior.
V. EDII has standardized a framework for entrepreneurial competencies.
Which of the above statements is/are INCORRECT?
(A) I, II and IV
(B) III only
(C) I, III and V
(D) II, IV and V

2014

**51.** The Need for Affiliation (nAff) is generally considered to be:
(A) A desire for friendly and close interpersonal relationships
(B) The absolute core driver of high-growth technology ventures
(C) The sole motivator for taking many financial and risk choices
(D) A psychological construct completely irrelevant to business success

2022

**52.** The achievement motivation syndrome developed by McClelland is heavily reliant on an individual's internal locus of control, which implies:
(A) Believing that external fate or luck strictly determines all life outcomes
(B) Relying entirely on government funding and external subsidies for success
(C) Believing that one's own actions and competencies determine key outcomes
(D) Shifting personal blame to the external environment during business failures

2006

**53.** The Ring Toss game simulates an entrepreneurial scenario primarily by requiring the participant to:

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(D) Managing and implementing international space and orbit treaties

2008

**108.** The pedagogical technique of "role-playing" in EDPs is primarily used to enhance:
(A) Rote memory and recall of complex economic theories
(B) Interpersonal skills and the overall influencing process
(C) Mathematical calculation speeds and data administration
(D) Physical stamina and endurance during operational tasks

2021

**109.** Which of the following is NOT a typical avenue of Agripreneurship?
(A) Deep-sea oil drilling
(B) Bio-pesticide production
(C) Dairy and poultry processing
(D) Seed processing and marketing

2019

**110.** Which institution implements the financial subsidy component of the ACABC scheme?
(A) MANAGE
(B) ISRO
(C) NABARD
(D) NIESBUD

2025

**111.** Consider the following statements about FPOs.

I. SFAC provides equity grants to FPOs.
II. FPOs are exclusively formed by large corporate landowners.
III. NABARD acts as a promoting institution for FPOs.
IV. Members of an FPO are primary producers.

Which of the above statements are correct?
(A) I, II and III
(B) I, III and IV
(C) II, III and IV
(D) I, II and IV

2023

**112.** The Micro Finance sector in India experienced a major paradigm shift with the introduction of which program by NABARD in 1992?
(A) The central ACABC developmental scheme
(B) The micro-finance Mudra Yojana scheme
(C) The national SHG-Bank Linkage Programme
(D) The regional KVIC Khadi Promotion scheme

2024

**113.** An Agri-Startup developing IoT (Internet of Things) sensors for soil moisture is categorized under which sector?
(A) The commercial Agri-Fintech sector
(B) Precision Agriculture and Agri-Tech
(C) The specialized Agri-Biotech sector
(D) Standard traditional farming methods

2017

**114.** Which principle is fundamental to the sustainability of an SHG?
(A) Extreme disparity in personal wealth to ensure group funding
(B) Strict and mandatory political affiliation with ruling parties
(C) Completely avoiding all forms of internal book-keeping records
(D) Homogeneity of members in their baseline socio-economic background

2001

**115.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** FPOs registered under the Companies Act are allowed to declare dividends to their farmer members.
**Reason (R) :** The corporate structure of an FPO allows for profit distribution based on patronage and shareholding, incentivizing members.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

NODIA

2004

**116.** The Rochdale principle of "Education, Training, and Information" implies that cooperatives must:
(A) Keep all organizational operational methods a secret from active members
(B) Hire only highly certified academic and university level professors
(C) Invest in member and public education to support cooperative growth
(D) Operate purely and exclusively as academic research universities

2023

**117.** What distinguishes SIDBI from commercial retail banks?
(A) SIDBI focuses specifically on promoting and developing the MSME sector
(B) SIDBI focuses exclusively on direct retail consumer and auto financing

2013

**62.** Which pedagogical technique is LEAST suitable for an Entrepreneurship Development Programme aiming to develop behavioral competencies?
(A) Case study analysis
(B) Business simulation games
(C) Passive, uninterrupted one-way lectures
(D) Role-playing and group discussions

2012

**63.** What is the primary objective of promoting Agripreneurship in rural India?
(A) To systematically decrease total domestic agricultural output
(B) To actively encourage rapid rural-to-urban migration patterns
(C) To centralize all land ownership models directly under the state
(D) To transform agriculture into a commercially viable enterprise

2017

**64.** Under the ACABC scheme, who is primarily targeted to receive training and establish agri-ventures?
(A) Retired corporate bankers looking for post-retirement projects
(B) Large-scale multinational seed and agrochemical corporations
(C) Unemployed agriculture graduates and agricultural diploma holders
(D) Urban IT professionals seeking transition to agricultural management

2010

**65.** Consider the following statements about Micro Finance.
I. It exclusively provides large capital loans to established industries.
II. It evolved to address the financial exclusion of the rural poor.
III. The SHG-Bank linkage model is a prominent delivery mechanism.
Which of the above statements are correct?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2010

**66.** Agri-Startups heavily rely on venture funding because:
(A) They require absolutely no initial capital or operational expenses
(B) Venture capitalists do not expect any return on their investments
(C) National laws completely ban them from using personal bank savings
(D) Traditional banks perceive innovative agritech as too high-risk

2023

**67.** Which of the following is NOT one of the Panchasutra principles for SHGs?
(A) Regular political lobbying
(B) Regular meetings
(C) Regular savings
(D) Regular internal lending

2016

**68.** What is the maximum number of members a primary agricultural credit society (PACS) must have?
(A) Exactly 10 members as mandated by central cooperative regulations
(B) Exactly 50 members to maintain administrative and social cohesion
(C) It varies based on local bylaws and overall economic viability
(D) Only 1 member who acts as the primary shareholder and director

2021

**69.** SFAC promotes FPOs primarily by providing which of the following?
(A) Equity Grant and Credit Guarantee Fund Schemes
(B) Direct political representation in the Parliament
(C) Free and unlimited electricity to cooperative members
(D) Mandatory corporate takeovers of local private units

2016

**70.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** The Rochdale principles mandate democratic member control in cooperatives.
**Reason (R) :** This ensures that capital providers do not disproportionately control the cooperative based on the number of shares they own.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

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2024
**127.** Which activity forms a critical part of the sustaining phase of the entrepreneurship development cycle?
(A) Identifying potential raw material suppliers for the first time
(B) Conducting comprehensive baseline socio-economic area surveys
(C) Drafting the initial conceptual business and operational plan
(D) Establishing quality control and facilitating product diversification

2021
**128.** The presence of a vibrant venture capital ecosystem in a region is an example of a favorable:
(A) Psychological environment
(B) Cultural environment
(C) Economic environment
(D) Climatic environment

2021
**129.** Which of the following represents a significant economic barrier to entrepreneurship?
(A) High cultural respect for business founders
(B) Lack of access to affordable seed capital
(C) Easy access to institutional credit
(D) Highly streamlined business registration portals

2021
**130.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Women entrepreneurship in India is often heavily concentrated in the micro-enterprise sector rather than large-scale manufacturing.
**Reason (R) :** Socio-cultural barriers and lack of collateral often restrict women entrepreneurs' access to large-scale financing required for heavy manufacturing.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2019
**131.** A business that reinvests 100% of its profits back into providing clean drinking water to rural villages is an example of:
(A) A social enterprise
(B) A traditional multinational corporation
(C) A purely capitalist venture
(D) An imitative enterprise

2004
**132.** The primary focus of the Khadi and Village Industries Commission (KVIC) is to:
(A) Promote urban heavy machinery and capital goods exports
(B) Regulate the operations of the national stock exchanges
(C) Plan, promote, and assist rural and village industries
(D) Manage foreign direct investment in technology sectors

NODIA

2016
**133.** Which component is strictly evaluated during the final phase of an Entrepreneurship Development Programme (EDP)?
(A) The actual rate of trainees successfully starting new enterprises
(B) The highly advanced academic and professional degrees of trainers
(C) The structural and architectural design of the training centers
(D) The historical and theoretical evolution of the entrepreneur concept

2005
**134.** Which foundational concept differentiates Agripreneurship from traditional farming?
(A) The systematic utilization of intensive manual farming labor
(B) The continuous and direct reliance on annual monsoon rainfall
(C) The traditional cultivation of primary cereal food grain crops
(D) The integration of innovative and market-oriented business models

2003
**135.** Consider the following statements about the MANAGE institute.
I. It is situated in Hyderabad.
II. It oversees the training component of the ACABC scheme.
III. It regulates the national telecom sector.
Which of the above statements are correct?
(A) I and III
(B) I and II
(C) II and III
(D) I, II and III

2010
**136.** A significant advantage of the Joint Liability Group (JLG) model in Micro Finance is:
(A) It requires extensive physical collateral like agricultural land
(B) It completely eliminates the need for any

micro-enterprises

2021

**80.** Match the national agencies in List I with their core focus areas in List II.

List I:(Agencies)

P. MANAGE

Q. NCDC

R. KVIC

S. SIDBI

List II:(Focus Areas)

1. Khadi and village industries promotion
2. Agricultural extension and ACABC training
3. Cooperative sector development
4. MSME financing

(A) P-2, Q-3, R-1, S-4

(B) P-1, Q-4, R-2, S-3

(C) P-3, Q-1, R-4, S-2

(D) P-2, Q-4, R-1, S-3

2003

**81.** Social entrepreneurs utilize a "Theory of Change." What does this concept primarily outline?

(A) The exact mathematical formula for stock market fluctuations

(B) The causal logic linking their activities to the desired social impact

(C) The methodology for legally evading corporate taxes

(D) The physical transformation of raw materials into finished goods

2015

**82.** Which of the following is an INCORRECT pair regarding the institutional framework?

(A) EDII - Entrepreneurship Development

(B) MSME - Micro, Small and Medium Enterprises

(C) NABARD - Rural and Agricultural Development

(D) KVIC - Urban Heavy Steel Industry

2015

**83.** The success of an EDP is largely dependent on the proper execution of its pre-training phase. What is the most critical activity in this phase?

(A) Proper selection of potential entrepreneurial candidates

(B) Assessing the final profit margins of the target venture

(C) Disbursing final corporate expansion loans to candidates

(D) Shutting down unsuccessful and non-viable business units

2023

**84.** Which of the following best describes the principle of "precision farming" within Agripreneurship?

(A) Farming without any modern tools or specialized irrigation equipment

(B) Growing only one type of cereal crop in the same soil indefinitely

(C) Using technology and data to optimize crop inputs and soil health

(D) Eliminating the use of water and organic inputs in daily agriculture

2024

**85.** Consider the following statements about the ACABC scheme.

I. It provides subsidized loans.

II. It encourages agricultural graduates to become entrepreneurs.

III. It aims to strengthen extension services to farmers.

IV. Only urban areas are targeted.

V. MANAGE coordinates the training program.

Which of the above statements is/are INCORRECT?

(A) IV only

(B) I and IV

(C) II, III and V

(D) I, III and IV

2002

**86.** How does Micro Finance primarily reduce the risk of lending to individuals without collateral?

(A) By seizing their personal residential property immediately upon default

(B) By demanding 100% upfront cash deposits prior to approving the loan

(C) By heavily insuring the loan products through international stock markets

(D) By utilizing social capital and peer pressure through group structures

2023

**87.** Agri-Startups focused on supply chain optimization often try to solve which specific Indian agricultural problem?

(A) The overabundance of cold storage facilities in rural sectors

(B) High post-harvest losses and multiple intermediary markups

(C) The extreme shortage of manual labor in urban technology firms

(D) The lack of traditional wooden tools and draft animal power

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2018

**71.** NABARD's role in rural development is best described as:
(A) A primary agricultural retail bank directly dealing with individual farmers
(B) An apex development finance institution providing rural credit refinance
(C) A subsidiary of the World Bank operating as a private investment entity
(D) A private microfinance institution focusing strictly on urban development

2015

**72.** Which term is most appropriate for an entrepreneur who inherently lacks the desire to innovate and merely runs a business through inherited traditional methods?
(A) Serial Entrepreneur
(B) Social Entrepreneur
(C) Drone Entrepreneur
(D) Intrapreneur

2006

**73.** Max Weber's sociological theory of entrepreneurship correlates entrepreneurial development with:
(A) The geographic climate and regional availability of key natural resources
(B) The biological and genetic traits of the local baseline population
(C) Purely Marxist economic principles and state-controlled resource systems
(D) The ethical and religious belief systems prevalent in a given society

2009

**74.** Which of the following best defines a "capitalist" in contrast to an entrepreneur?
(A) Someone who provides financial capital to earn returns without operating the firm
(B) Someone who creates radical technological innovations and disruptive startup models
(C) Someone who manages human resources and executes daily operational administrative tasks
(D) Someone who acts as a standard wage-earning employee within a new business venture

2011

**75.** Consider the following statements regarding the EDII framework.
I. It maps out standard entrepreneurial competencies.
II. Initiative and persistence are part of the framework.
III. It rejects the concept of behavioral training.
IV. Problem-solving is identified as a core competency.
Which of the above statements are correct?
(A) I, II and III
(B) I, II and IV
(C) II, III and IV
(D) I, III and IV

2011

**76.** In McClelland's theory, a person with a high Need for Power (nPow) would be most motivated by a situation where they can:
(A) Work completely anonymously on solitary assignments
(B) Exert influence and direct the actions of a team
(C) Avoid all social interactions and collaborative tasks
(D) Focus solely on routine quantitative data entry jobs

NODIA

2005

**77.** Which statement correctly identifies an aspect of the stimulatory phase of entrepreneurship development?
(A) Helping entrepreneurs identify suitable products and build awareness
(B) Formulating highly detailed project reports and complete business plans
(C) Providing ongoing tax exemptions and credits for ten-year-old companies
(D) Conducting final bankruptcy audits and asset liquidation procedures

2007

**78.** A strong intellectual property (IP) regime acts as a stimulator for entrepreneurship. The lack of IP protection is considered what kind of barrier?
(A) Cultural barrier
(B) Social barrier
(C) Economic/Regulatory barrier
(D) Psychological barrier

2019

**79.** Women entrepreneurs in India often utilize the Mudra Yojana. What is the primary objective of this scheme?
(A) To provide free agricultural land to rural populations
(B) To mandate female hiring quotas in large technology firms
(C) To provide free higher education and professional degrees
(D) To facilitate collateral-free micro-credit to

desires entirely

2009

**98.** In Danhof's classification, which entrepreneur waits until it is absolutely necessary to adapt to a new technology to survive?
(A) Innovating
(B) Imitative
(C) Drone
(D) Fabian

2025

**99.** The EDII competency framework identifies "Efficiency Orientation" as a key trait. What does this mean?
(A) The drive to find ways to do things faster or at a lower cost
(B) The operational tendency to hire more employees than required
(C) The habitual practice of completely ignoring quality control
(D) The strategic preference for slow, traditional manual methods

2021

**100.** Consider the following statements regarding behavioral exercises in EDPs.
I. They are designed to alter the participant's risk-taking profile.
II. They consist purely of reading accounting textbooks.
III. They help in building entrepreneurial self-efficacy.
Which of the above statements are correct?
(A) I and II
(B) I and III
(C) II and III
(D) I, II and III

2009

**101.** Which psychological theory underpins the use of the Ring Toss game in entrepreneurship training?
(A) McClelland's Achievement Motivation Theory
(B) Maslow's hierarchical need fulfillment model
(C) Herzberg's hygiene and motivation framework
(D) Vroom's expectancy and probability theory

2004

**102.** An entrepreneur who focuses deeply on generating novel solutions to existing market problems is exhibiting which competency?
(A) Passive and blind market compliance
(B) Traditional and rigid risk aversion
(C) Active and sudden status withdrawal
(D) Creative thinking and problem-solving

2016

**103.** Which phase of the ED cycle specifically deals with infrastructural assistance, such as land allotment and power connection?
(A) Stimulatory Phase
(B) Support Phase
(C) Sustaining Phase
(D) Pre-training Phase

2004

**104.** The sudden change in import-export policies heavily impacting a domestic startup is an example of which environmental factor?
(A) Cultural
(B) Psychological
(C) Regulatory/Political
(D) Social

2019

**105.** Arrange the following levels of agricultural cooperatives in India from the lowest grassroots level to the highest apex level.
I. State Cooperative Banks
II. Primary Agricultural Credit Societies (PACS)
III. District Central Cooperative Banks (DCCBs)
(A) I, II, III
(B) III, II, I
(C) II, III, I
(D) II, I, III

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2016

**106.** Which of the following is a prominent barrier specifically hindering the scaling of Social Entrepreneurship ventures?
(A) Difficulty in objectively measuring and quantifying social impact to attract funders
(B) An overabundance of commercial venture capital looking for maximum financial return
(C) Excessive focus on profit margins
(D) Complete lack of social problems to solve

2003

**107.** What is the primary role of the Ministry of Micro, Small and Medium Enterprises (MSME)?
(A) Regulating heavy national industrial operations like mining
(B) Designing policies to promote and develop the MSME sector
(C) Overseeing and coordinating national defense production lines

2006
**88.** Under the Panchasutra, what is the meaning of "Regular timely repayment"?
(A) Repaying external commercial bank loans only under legal pressure
(B) Refusing to repay government development subsidies and group grants
(C) Promptly repaying internal loans taken from the shared SHG corpus
(D) Paying unofficial bribes to local administrative officials regularly

2023
**89.** FPOs are designed to help small and marginal farmers primarily by achieving:
(A) Direct political dominance and influence in local level elections
(B) Complete insulation and isolation from global commercial markets
(C) Traditional subsistence-level agricultural production structures
(D) Economies of scale in input procurement and output marketing

2012
**90.** Arrange the following steps of the NABARD SHG-Bank Linkage Programme in correct order.
I. Group formation and internal savings
II. Bank grading and credit linkage
III. Internal lending among members
IV. Regular functioning and capacity building
(A) I, III, IV, II
(B) I, IV, III, II
(C) II, I, III, IV
(D) IV, I, II, III

2001
**91.** The structural difference between an FPO registered under the Companies Act and a traditional cooperative society is primarily related to:
(A) FPOs are legally prohibited from having primary farmers as members
(B) FPOs combine cooperative values with corporate operational flexibility
(C) Cooperatives operate exclusively for maximizing external shareholder wealth
(D) Cooperatives are strictly regulated and monitored by the national SEBI

2012
**92.** SIDBI's primary functional domain is providing support to:
(A) Large multi-national pharmaceutical corporations
(B) The Micro, Small and Medium Enterprises (MSME) sector
(C) Primary school education infrastructure
(D) Space exploration startups

2016
**93.** NCDC provides financial assistance specifically for:
(A) Development of cooperative societies in rural areas
(B) Funding private foreign direct investment
(C) Personal housing loans for urban elite
(D) Subsidizing luxury automobile manufacturing

2016
**94.** The term "creative destruction" is synonymous with the entrepreneurial theory proposed by:
(A) Max Weber
(B) Everett Hagen
(C) Joseph Schumpeter
(D) Richard Cantillon

2010
**95.** Select the correct sequence of motivational needs as proposed by David McClelland.
(A) Need for Power, Need for Innovation, Need for Risk
(B) Need for Achievement, Need for Power, Need for Affiliation
(C) Need for Autonomy, Need for Finance, Need for Status
(D) Need for Sustaining, Need for Support, Need for Stimulation

2001
**96.** Which factor most strongly distinguishes a traditional manager from an intrapreneur?
(A) Managers receive standard equity compensation, while intrapreneurs get fixed salary
(B) Managers personally assume 100% of the financial risks of the business enterprise
(C) Managers run existing structures, while intrapreneurs innovate within the firm
(D) Intrapreneurs operate exclusively outside the boundaries of established corporations

2024
**97.** According to Hagen, "status withdrawal" leads a group to become entrepreneurial because:
(A) They receive excessive and direct government financial grants
(B) They seek to regain lost social standing through innovation
(C) They are legally forced to start businesses by the state
(D) They abandon all material and commercial

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(C) SIDBI strictly handles international foreign currency market exchange
(D) SIDBI regulates trading activities of the national stock exchanges

2007
**118.** Which economist emphasized the role of the entrepreneur as an organizer who pays a certain price for a product to resell it at an uncertain price?
(A) Joseph Schumpeter
(B) Jean-Baptiste Say
(C) Adam Smith
(D) Richard Cantillon

2011
**119.** A traditional manager's performance is typically evaluated based on:
(A) The exact number of radical and disruptive innovations introduced
(B) Their ability to execute plans, maintain stability, and hit targets
(C) The total amount of direct personal capital invested in the company
(D) Their capacity to completely dismantle existing corporate hierarchies

2024
**120.** Consider the following theories of entrepreneurship and their main concepts.
I. Hagen's Status Withdrawal
II. Weber's Protestant Work Ethic
III. McClelland's Need for Achievement
IV. Schumpeter's Innovation Theory
V. Say's Coordinator Theory
Which of the above pairs are correctly matched?
(A) I, II, and III only
(B) I, III, and IV only
(C) I, II, III, IV, and V
(D) II, IV, and V only

2014
**121.** In the context of Danhof's typology, an entrepreneur who successfully introduces a new digital payment system in a rural market previously reliant on cash is classified as:
(A) A drone entrepreneur
(B) A Fabian entrepreneur
(C) An imitative entrepreneur
(D) An innovating entrepreneur

2024
**122.** Which entrepreneurial competency involves anticipating future obstacles and preparing contingency plans?
(A) Systematic Planning
(B) Persistence
(C) Self-confidence
(D) Persuasion

2005
**123.** The drive to establish, maintain, or restore a positive affective relationship with another person or persons is defined as:
(A) Need for Power
(B) Need for Affiliation
(C) Need for Achievement
(D) Need for Autonomy

2019
**124.** McClelland suggested that a high Need for Achievement (nAch) can be developed in adults through:
(A) Direct and permanent genetic modification procedures
(B) Specialized behavioral training and conditioning programs
(C) Strict social isolation and solitary reflection habits
(D) Mandatory corporate and progressive taxation structures

2007
**125.** Match the following motivational theories/ concepts with their primary focus.
List I:(Concepts)
P. nAch
Q. nPow
R. nAff
S. Autonomy
List II:(Focus Areas)
1. Desire for friendly relationships
2. Desire to direct and influence others
3. Desire to work independently
4. Desire to excel and overcome challenges
(A) P-4, Q-2, R-1, S-3
(B) P-1, Q-3, R-4, S-2
(C) P-2, Q-4, R-3, S-1
(D) P-3, Q-1, R-2, S-4

2003
**126.** A behavioral exercise involving group problem-solving under time pressure primarily aims to assess an entrepreneur's:
(A) Advanced accounting and bookkeeping knowledge
(B) Standard technical keyboard typing speed
(C) Stress tolerance and influencing behaviors
(D) Theoretical cognitive recall capabilities

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(A) Choose the throwing distance, balancing success probability and reward
(B) Blindly follow instructions given by the training program facilitator
(C) Memorize complex mathematical formulas to accurately calculate trajectories
(D) Work in complete isolation without receiving any performance feedback

2006

**54.** Building self-efficacy in an aspiring entrepreneur directly addresses which psychological construct?
(A) Their physical strength and stamina to endure long working hours
(B) Their desire for social dominance and high status in the community
(C) Their ability to manipulate complex corporate financial statements
(D) Their belief in their own capability to organize and achieve goals

2007

**55.** Match the entrepreneurial roles in List I with their defining actions in List II.
List I:(Roles)
P. Capitalist
Q. Entrepreneur
R. Manager
S. Intrapreneur
List II:(Actions)
1. Organizes ongoing operations
2. Initiates ventures within an established firm
3. Provides financial resources
4. Innovates and assumes primary venture risk
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-1, Q-2, R-3, S-4
(D) P-2, Q-1, R-4, S-3

2015

**56.** Which of the following is considered a sustaining activity in the entrepreneurship development cycle?
(A) Conducting initial feasibility and market studies for new startups
(B) Identifying and profiling prospective entrepreneurs in target areas
(C) Providing modernization and expansion support to established units
(D) Registering the newly formed business entity for the first time

2002

**57.** A high inflation rate and unstable currency heavily constrain startup growth. These are examples of which type of environmental factor?
(A) Social factors
(B) Psychological factors
(C) Cultural factors
(D) Economic factors

2014

**58.** The concept of the "glass ceiling" is most appropriately discussed in the context of which entrepreneurial barrier?
(A) Women entrepreneurship challenges
(B) Raw material shortages
(C) ACABC subsidy limits
(D) Agricultural cooperative tiered structures

2022

**59.** Which statement INCORRECTLY identifies a feature of Social Entrepreneurship?
(A) It applies innovative business solutions to pressing social problems
(B) The main metric of success is personal wealth accumulation
(C) It can operate successfully on a for-profit or non-profit basis
(D) It emphasizes sustainable and scalable positive societal impact

2011

**60.** Select the correct sequence of the standard FPO (Farmer Producer Organisation) formation process.
(A) Mobilization of farmers, Registration, Business planning, Resource mobilization
(B) Registration, Resource mobilization, Mobilization of farmers, Business planning
(C) Business planning, Mobilization of farmers, Resource mobilization, Registration
(D) Resource mobilization, Registration, Business planning, Mobilization of farmers

2009

**61.** The Ministry of MSME primarily classifies enterprises based on which two criteria?
(A) Investment in plant and machinery and annual corporate turnover
(B) Total number of employees hired and net annual business profit
(C) Age of the entrepreneur and the specific geographical location
(D) Educational qualification of promoters and total export volumes

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financial repayment
(C) It substitutes physical collateral with group-based social collateral
(D) It provides large-scale loans exclusively to corporate entities

2022
**137.** Which of the following is a primary service offered by an Agri-Startup incubator?
(A) Legal defense for criminal activities
(B) Guaranteeing zero financial loss to all investors
(C) Forcibly taking over the startup's intellectual property
(D) Mentorship, networking, and access to testing laboratories

2016
**138.** The grading of an SHG under the NABARD linkage program determines:
(A) Eligibility for credit based on organizational discipline and health
(B) The physical quality grade of the primary agricultural produce sold
(C) The political and social hierarchy ranking of the active SHG leader
(D) The specific educational and literacy qualifications required by members

2004
**139.** In the context of FPOs, what is the role of the "Promoting Institution" (e.g., NGOs supported by SFAC/NABARD)?
(A) To permanently own and control the newly formed FPO corporate structure
(B) To mobilize farmers, register the FPO, and build business capacities
(C) To buy agricultural produce from members at below-market trading rates
(D) To dictate the local political voting choices of the cooperative members

2021
**140.** Match the cooperative principles in List I with their operational meaning in List II.
List I:(Principles)
P. Voluntary and Open Membership
Q. Democratic Member Control
R. Member Economic Participation
S. Autonomy and Independence
List II:(Meanings)
1. Members contribute equitably to the capital
2. Self-help organizations controlled by their members
3. Open to all without gender, social, or political discrimination
4. Equal voting rights (one member, one vote)
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-3, R-2, S-1
(C) P-1, Q-2, R-3, S-4
(D) P-2, Q-1, R-4, S-3

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2018
**141.** The National Cooperative Development Corporation (NCDC) functions under the administrative control of which ministry?
(A) Ministry of Cooperation
(B) Ministry of Finance and economic policy planning
(C) Ministry of Defence and national border security
(D) Ministry of External Affairs and foreign diplomacy

2007
**142.** Which theorist is associated with the view that entrepreneurs are "captains of industry" who coordinate the factors of production?
(A) Richard Cantillon
(B) Joseph Schumpeter
(C) Jean-Baptiste Say
(D) David McClelland

2009
**143.** Which statement accurately describes the risk profile of an intrapreneur compared to an independent entrepreneur?
(A) An intrapreneur always bears more personal financial and professional risk
(B) Both profiles bear exactly the same degree of personal financial risk
(C) Neither profile bears any professional or financial risk of any kind
(D) An independent entrepreneur always bears more personal financial risk

2009
**144.** In Weber's theory, the "Protestant ethic" facilitated entrepreneurship primarily because it promoted:
(A) Excessive luxury consumption and personal wealth displays
(B) Complete withdrawal from daily secular economic activities
(C) Hard work, frugality, and systematic capital reinvestment
(D) Reliance on state-sponsored welfare and financial support

2025
**214.** Max Weber argued that the "spirit of capitalism" was historically fueled by:
(A) The rapid geographic accumulation of gold and silver bullion reserves in Europe
(B) The gradual structural collapse and fragmentation of the Western Roman Empire
(C) The disciplined, ascetic work ethic embedded within historical Protestantism
(D) The technological invention and widespread adoption of the movable printing press

2024
**215.** According to Danhof, in which type of economy are Imitative entrepreneurs most commonly found and highly beneficial?
(A) Highly advanced, capital-intensive nations pioneering cutting-edge research
(B) Completely stagnant, traditional economies experiencing zero structural growth
(C) Demographically stable nations characterized by zero net population growth
(D) Developing economies focused on rapidly adopting and adapting proven technologies

2008
**216.** Which of the following is NOT an entrepreneurial competency identified by the Entrepreneurship Development Institute of India (EDII)?
(A) Blind obedience to authority
(B) Information seeking
(C) Self-confidence
(D) Concern for high quality of work

2018
**217.** A high Need for Power (nPow) can be detrimental to an entrepreneur if it manifests as:
(A) A desire to build institutional strength and empower employees
(B) Dictatorial control that stifles team initiative and innovation
(C) Effective negotiation skills
(D) Strong public speaking abilities

2002
**218.** In McClelland's framework, an individual who constantly seeks feedback to improve their performance exhibits a high:
(A) Need for Affiliation
(B) Need for Achievement
(C) Need for Power
(D) Need for Autonomy

2017
**219.** The concept of "Self-Efficacy" in entrepreneurship was largely popularized by the social cognitive theory of:
(A) Albert Bandura
(B) Sigmund Freud
(C) B.F. Skinner
(D) Carl Jung

2025
**220.** Consider the following steps of a behavioral exercise aimed at problem-solving:
I. Generation of alternative solutions
II. Identification and definition of the problem
III. Selection and implementation of the best solution
IV. Evaluation of the implemented solution
What is the correct sequence of these steps?
(A) II, I, III, IV
(B) I, II, IV, III
(C) II, III, I, IV
(D) III, II, I, IV

2019
**221.** Which activity is fundamental to the "Stimulatory Phase" of an entrepreneurship development cycle?
(A) Disbursing the final, long-term commercial business loan
(B) Managing the physical asset liquidation of bankrupt startups
(C) Preparing and filing annual corporate taxation returns online
(D) Organizing promotional awareness campaigns in local colleges

2003
**222.** An environment characterized by rapid technological obsolescence represents what kind of factor for a tech-startup?
(A) A completely stable and predictable economic baseline factor
(B) A purely internal, cognitive psychological factor of the founder
(C) A highly dynamic and volatile external environmental factor
(D) A traditional socio-cultural barrier to industrial cooperation

2022
**223.** What is the most common social barrier to entrepreneurship in rural areas?
(A) Inadequate availability of high-speed digital broadband infrastructure
(B) Strong preference for traditional occupations and high risk aversion

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strictly to high-income foreign markets

2025

**154.** The Stand-Up India scheme specifically targets the promotion of entrepreneurship among:
(A) Large corporate houses
(B) Women, SC, and ST entrepreneurs
(C) Retired military personnel only
(D) Foreign nationals

2025

**155.** Consider the following national agencies:
I. National Institute for Entrepreneurship and Small Business Development (NIESBUD)
II. Entrepreneurship Development Institute of India (EDII)
III. Ministry of Micro, Small and Medium Enterprises (MSME)
IV. Khadi and Village Industries Commission (KVIC)
V. National Bank for Agriculture and Rural Development (NABARD)
Which of the above agencies are prominently involved in either direct entrepreneurship training or capacity building at the national level?
(A) I, II and IV
(B) I, II and V
(C) I, II, III, IV and V
(D) III, IV and V

2024

**156.** In the evaluation phase of an Entrepreneurship Development Programme (EDP), the "retention rate" refers to:
(A) The percentage of certified training instructors retained annually by the host institute
(B) The net proportion of accumulated operational profits retained by the training agency
(C) The percentage of trained candidates who actively run their enterprises over a specific period
(D) The physical tracking and retention of standard instructional manuals by the students

2013

**157.** Which concept involves producing agricultural output explicitly bound by a pre-agreed contract with a buyer, significantly reducing market risk for the agripreneur?
(A) Subsistence farming
(B) Shifting cultivation
(C) Hydroponics
(D) Contract farming

2001

**158.** The Agriclinics and Agribusiness Centres (ACABC) scheme mandates a specialized training duration for agriculture graduates. What is the typical duration of this residential training?
(A) 2 days
(B) 45 to 60 days
(C) 2 years
(D) 4 years

2016

**159.** Which of the following is the most significant disadvantage of traditional informal moneylenders compared to institutional Micro Finance?
(A) They require highly formalized, large-scale corporate assets as security collateral
(B) They charge extremely high interest rates and employ coercive recovery practices
(C) They restrict their loan disbursements exclusively to international foreign currencies
(D) They demand extremely complex digital documentation and formal business registrations

2008

**160.** Agri-Startups focused on creating alternative proteins or lab-grown meat are operating primarily to address which environmental factor?
(A) The acute shortage of traditional retail butcher shops in urban residential areas
(B) The structural surplus of fertile, arable agricultural land in rural territories
(C) The critical deficit of skilled software development and IT professionals in farming
(D) The rising demand for sustainable food systems and global climate change mitigation

2014

**161.** Under the Panchasutra guidelines, regular meetings of a Self-Help Group (SHG) are crucial because they:
(A) build group cohesion, peer discipline, and transaction transparency
(B) satisfy the statutory directives of the Supreme Court of the country
(C) provide a formal excuse for members to delay active agricultural work
(D) act as a mandatory prerequisite for securing international travel visas

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(A) Create scalable models to sustainably alter inequitable social systems
(B) Rely entirely on government legislation and bureaucratic mandates to solve issues
(C) Focus exclusively on maximizing stock market prices for corporate partners
(D) Avoid addressing systemic root causes of poverty and marginalization

2001

**180.** Consider the following statements about the National Institute for Entrepreneurship and Small Business Development (NIESBUD):
I. It stands for National Institute for Entrepreneurship and Small Business Development.
II. It operates under the Ministry of Skill Development and Entrepreneurship.
III. It primarily manufactures khadi textiles.
IV. It standardizes EDP syllabi.
Which of the above statements are correct?
(A) I, II and IV
(B) I, II and III
(C) II, III and IV
(D) I, III and IV

2003

**181.** A critical disadvantage of a poorly designed Entrepreneurship Development Programme (EDP) is:
(A) It generates too many successful high-net-worth billionaires in the region
(B) It creates false expectations and high venture failure rates when support is neglected
(C) It artificially lowers the global macroeconomic inflation rate systematically
(D) It forces central financial authorities to close down all commercial banks

2006

**182.** Agripreneurship can significantly contribute to the Indian economy by:
(A) Systematically reducing the overall value addition of primary agricultural crops
(B) Discouraging young generations from remaining in rural farming communities
(C) Shifting agricultural focus from raw materials to processed, high-value exports
(D) Enforcing government mandates for using highly obsolete farming technology

2013

**183.** Which of the following ventures is explicitly eligible for subsidies under the Agriclinics and Agribusiness Centres (ACABC) scheme?
(A) A commercial rural multiplex cinema and entertainment complex
(B) A traditional urban retail clothing and apparel department store
(C) A deep-sea offshore crude oil drilling and exploration rig
(D) A specialized soil testing laboratory and agricultural consultancy

2019

**184.** The "Grameen Bank" model, foundational to modern Micro Finance, was pioneered in which neighboring country?
(A) Bangladesh
(B) Nepal
(C) Sri Lanka
(D) Pakistan

2007

**185.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Early-stage Agri-Startups highly benefit from sector-specific incubation centers.
**Reason (R) :** These centers provide access to specialized testing laboratories, farm trial networks, and expert agricultural mentorship that general incubators lack.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2005

**186.** The concept of internal lending in a Self-Help Group (SHG) (part of Panchasutra) allows members to:
(A) Borrow substantial commercial development funds from international banks
(B) Access small, immediate emergency loans from the group's pooled savings
(C) Issue structured corporate bonds to institutional financial investors
(D) Disburse high-interest credit directly to state government agencies

2012

**187.** What is the primary operational advantage of a Farmer Producer Organisation (FPO) over a traditional cooperative society?
(A) It combines professional corporate management with cooperative owner benefits
(B) It enjoys absolute and permanent exemption from all forms of national taxation

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2024

**170.** Consider the following components of the Entrepreneurship Development Institute of India (EDII) competency framework:
I. Initiative
II. Problem Solving
III. Risk Avoidance
Which of the above is the correct combination of recognized EDII entrepreneurial competencies?
(A) I and II
(B) II and III
(C) I and III
(D) I, II and III

2009

**171.** A strong Need for Power (nPow) is often most critical for an entrepreneur during which stage of the business lifecycle?
(A) When managing a growing workforce that requires clear direction and leadership
(B) When brainstorming initial product concepts completely alone in a private workspace
(C) When preparing and submitting standard annual corporate tax returns to authorities
(D) When dissolving assets and managing the formal liquidation process of the firm

2019

**172.** The "Achievement Motivation Training" (AMT) developed by McClelland was famously tested in India in which location?
(A) Mumbai
(B) Bangalore
(C) Kakinada
(D) New Delhi

2018

**173.** What is the psychological term for a person's belief in their capability to successfully perform a specific task, heavily targeted in behavioral exercises?
(A) Self-esteem
(B) Narcissism
(C) Locus of control
(D) Self-efficacy

2009

**174.** Behavioral exercises designed to enhance the "influencing process" usually focus on improving:
(A) Advanced computer programming and software development skills
(B) Complex mathematical modeling and algebraic calculation methods
(C) Practical communication, persuasion, and negotiation tactics
(D) Specialized civil structural engineering and design knowledge

2004

**175.** Match the phases of the Entrepreneurship Development (ED) Cycle in List I with their specific actions in List II.
**List I :** (Phase of the ED Cycle)
P. Stimulatory
Q. Support
R. Sustaining
S. Pre-training
**List II :** (Specific Action)
1. Curriculum design and selection
2. Entrepreneurial education and awareness
3. Seed capital and licensing
4. Modernization and deferment of loan repayment
(A) P-2, Q-3, R-4, S-1
(B) P-1, Q-4, R-3, S-2
(C) P-3, Q-2, R-1, S-4
(D) P-4, Q-1, R-2, S-3

2011

**176.** Which environmental factor is heavily influenced by the presence of industrial estates and specialized economic zones?
(A) Climatic environment
(B) Psychological environment
(C) Cultural environment
(D) Infrastructural environment

2021

**177.** Complex and redundant labor laws that discourage small enterprises from expanding their workforce constitute what kind of barrier?
(A) Regulatory/Legal barrier
(B) Social barrier
(C) Cultural barrier
(D) Psychological barrier

2012

**178.** What is a "micro-enterprise" according to the revised Micro, Small and Medium Enterprises (MSME) classification in India (as of 2020)?
(A) Investment up to Rs. 1 crore and turnover up to Rs. 5 crore
(B) Investment up to Rs. 10 crore and turnover up to Rs. 50 crore
(C) Investment up to Rs. 50 crore and turnover up to Rs. 250 crore
(D) Investment up to Rs. 100 crore and turnover up to Rs. 500 crore

2018

**179.** Social entrepreneurs are often described as "catalysts for social change." This implies they:

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2010

**145.** Consider the following classifications of entrepreneurs by Clarence Danhof.

I. Innovating
II. Imitative
III. Fabian
IV. Drone

Which of the following combinations correctly identifies those who are generally resistant to change?

(A) I and II
(B) III and IV
(C) II and III
(D) I and IV

2021

**146.** Which EDII competency is demonstrated when an entrepreneur negotiates effectively to obtain external financing?

(A) Systematic information seeking
(B) Constant quality orientation
(C) Personal business autonomy
(D) Active persuasion and networking

2012

**147.** A strong Need for Autonomy in an entrepreneur may sometimes act as a disadvantage when the business scales up because:

(A) The founder may resist delegating authority and building a management team
(B) The founder will instantly sell the business to major competitors in the field
(C) The founder will blindly follow the suggestions and advice of subordinates
(D) The founder will strongly prefer working in large corporate committee structures

2021

**148.** According to McClelland, which of the following is an INCORRECT statement about people with high nAch?

(A) They seek immediate and concrete feedback on their performance.
(B) They prefer situations where they can take personal responsibility.
(C) They are highly motivated by pure games of chance.
(D) They set challenging but realistic goals.

2006

**149.** During behavioral simulations aimed at developing goal-setting behavior, participants are typically evaluated on their ability to:

(A) Adjust their goals based on performance feedback to optimize overall success
(B) Set safely low goals to guarantee success on every single training attempt
(C) Set impossible goals to demonstrate high levels of personal business ambition
(D) Completely ignore past performance and feedback metrics during target setting

2010

**150.** Exercises targeting the "influencing process" are vital for entrepreneurs primarily because they must:

(A) Systematically hypnotize and manipulate competitor management teams
(B) Write highly complex software code for their digital products
(C) Illegally manipulate tax documents to avoid state regulations
(D) Convince key stakeholders to support their corporate business vision

2018

**151.** Which of the following best defines the "Support Phase" of an Entrepreneurship Development Programme?

(A) Identifying and selecting individuals with latent entrepreneurial traits
(B) Conducting post-mortem analysis of failed industrial enterprises
(C) Providing long-term post-retirement financial benefits to employees
(D) Assisting trained entrepreneurs with loans, licenses, and infrastructure

2006

**152.** How does a highly monopolistic market structure act as an environmental barrier to new entrepreneurship?

(A) Dominant firms create barriers through predatory pricing and resource control
(B) It guarantees high immediate profits and stable growth for new startup entrants
(C) It incentivizes regional governments to allocate free land and subsidies to startups
(D) It ensures that essential raw materials remain universally and cheaply accessible

2006

**153.** A social enterprise operating a "cross-compensation" model typically:

(A) Avoids commercial selling and relies entirely on external philanthropic donations
(B) Charges affluent customers higher prices to subsidize products for low-income segments
(C) Compensates its operational staff and board members solely using company equity shares
(D) Directs and exports its entire product catalog

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(C) It eliminates any legal requirement for establishing a governing board of directors
(D) It restricts its primary founding membership exclusively to large foreign investors

2004
**188.** Which of the following is a primary characteristic of the Rochdale principles?
(A) Capital provided by members receives an unlimited, exorbitant return
(B) Only wealthy individuals can join
(C) Return on share capital is strictly limited
(D) Voting rights are proportional to the capital invested

2008
**189.** The National Bank for Agriculture and Rural Development (NABARD) primarily provides refinance facilities to which of the following institutions to support rural development?
(A) Offshore foreign hedge funds and private equity firms
(B) Urban luxury real estate developers and building syndicates
(C) Global technology startups and digital software firms
(D) State Cooperative Banks and Regional Rural Banks (RRBs)

2024
**190.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Traditional managers are primarily focused on maintaining the status quo and optimizing existing operations.
**Reason (R) :** Entrepreneurs are defined by their propensity to disrupt the status quo through innovation and risk-taking.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2002
**191.** According to Schumpeter, which of the following does NOT constitute an "innovation"?
(A) Launching a completely new consumer product
(B) Retaining an obsolete manufacturing process
(C) Adopting a new industrial production method
(D) Venturing into an untapped consumer market

2002
**192.** Hagen's concept of "status withdrawal" implies that entrepreneurship is fundamentally driven by:
(A) The accumulation of massive economic surpluses and capital reserves
(B) Highly favorable regional geographic climates and environmental factors
(C) The domestic availability of abundant, easily extractable natural resources
(D) Socio-psychological reactions to a perceived loss of social prestige

2022
**193.** In Danhof's classification, the defining characteristic of a Fabian entrepreneur is:
(A) Extreme caution and skepticism
(B) Aggressive risk-taking
(C) Radical innovation
(D) Total refusal to ever change

2022
**194.** Which of the following competencies (as per the Entrepreneurship Development Institute of India framework) refers to an entrepreneur's ability to take actions that go beyond job requirements or the demand of the situation?
(A) Persistence
(B) Persuasion
(C) Initiative
(D) Quality orientation

2012
**195.** Match the behavioral exercises in List I with their targeted outcomes in List II.
**List I :** (Behavioral Exercise)
P. Ring Toss Game
Q. Role-playing
R. Group Brainstorming
S. Simulation mapping
**List II :** (Targeted Outcome)
1. Creativity and problem solving
2. Goal setting and risk taking
3. Systems thinking and planning
4. Influencing and negotiation
(A) P-2, Q-4, R-1, S-3
(B) P-4, Q-2, R-3, S-1
(C) P-1, Q-3, R-4, S-2
(D) P-3, Q-1, R-2, S-4

2016
**196.** An individual with a high Need for Affiliation (nAff) might struggle as a solo entrepreneur because:
(A) They possess an inherent psychological aversion to generating business revenues

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(B) They lack the cognitive capabilities needed to grasp basic accounting principles
(C) They lack the physical health and stamina required to work extended corporate hours
(D) They struggle to make tough decisions that could hurt personal relationships

2025

**197.** McClelland identified that the achievement motive is highly correlated with:
(A) A strong psychological desire to gamble on pure luck and unpredictable events
(B) Accelerated economic development and high regional entrepreneurial success rates
(C) An overwhelming behavioral drive to avoid personal accountability and leadership
(D) A marked preference for performing highly mundane, simple, and repetitive tasks

2003

**198.** The "Support Phase" of an Entrepreneurship Development (ED) cycle primarily bridges the gap between:
(A) Initial enterprise establishment and eventual bankruptcy filing
(B) Completed secondary school education and university admission processes
(C) Training completion and successful enterprise establishment phases
(D) Employment retirement and long-term financial pension withdrawal

2010

**199.** Which socio-cultural factor frequently inhibits entrepreneurship in highly traditional societies?
(A) A social structure that praises commercial failure as a valuable learning experience
(B) A modern culture that actively encourages early independence among young adults
(C) A highly fluid social class system that facilitates rapid vertical upward mobility
(D) A culture stigmatizing business failure while prioritizing secure government jobs

2025

**200.** Consider the following statements regarding the challenges of Women Entrepreneurship:
I. They face intense dual-role conflict.
II. Financial institutions often demand male co-signers due to collateral constraints.
III. Marketing and distribution networks are universally welcoming and bias-free.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) III only
(C) II and III
(D) I only

2002

**201.** Which metric is most critical for evaluating the success of a Social Entrepreneurship venture?
(A) The speed and timeline at which the enterprise executes an initial public offering
(B) The quantifiable social return on investment and societal impact generated
(C) The direct annual compensation and personal salary drawn by the founding members
(D) The net amount of annual corporate tax contributed to the national treasury

2017

**202.** The Micro, Small and Medium Enterprises (MSME) sector is often referred to as the "engine of growth" for the Indian economy primarily because:
(A) It represents the most capital-intensive and heavy-machinery dependent sector
(B) It generates vast employment opportunities at relatively low capital costs
(C) It specializes exclusively in manufacturing highly advanced military weaponry
(D) It operates by relying entirely on expensive imported foreign raw materials

2007

**203.** Which pedagogical method in an Entrepreneurship Development Programme (EDP) is most effective for shifting a participant's psychological locus of control from external to internal?
(A) Active behavioral simulations and targeted achievement motivation training programs
(B) Assigning passive textbook reading materials and reviewing theoretical articles
(C) Administering structured, standardized multiple-choice examinations regularly
(D) Direct dictation of complex academic textbook chapters during lecture sessions

2015

**204.** Agripreneurship encompasses "Value Addition". Which of the following is an example of value addition?
(A) Selling raw harvested crops immediately at the farm gate to local intermediaries
(B) Leaving matured crops entirely unharvested to decompose naturally in open fields
(C) Processing raw tomatoes into branded ketchup to extend shelf life and margins
(D) Distributing primary agricultural produce to

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local markets completely free of charge

2013

**205.** The Agriclinics and Agribusiness Centres (ACABC) scheme aims to provide self-employment opportunities specifically to:
(A) Unskilled rural agricultural laborers seeking manual employment
(B) Industrial factory workers stationed in large metropolitan areas
(C) Retired civil service officers from various government ministries
(D) Unemployed agricultural graduates and trained allied professionals

2005

**206.** Micro Finance Institutions (MFIs) rely heavily on which parameter to assess the creditworthiness of a Joint Liability Group?
(A) The total physical acreage of fertile land owned by the group leader
(B) The active political connections and lobbying power of the collective
(C) The group's consistent internal savings and meeting discipline over time
(D) The offshore foreign currency bank accounts held by individual members

2023

**207.** Which mechanism helps an Agri-Startup mitigate the immense risk associated with unproven agricultural technologies?
(A) Relying entirely on high-interest credit lines from local informal moneylenders
(B) Joining incubation programs that offer pilot testing farms and expert validation
(C) Launching the unproven product globally without conducting local safety testing
(D) Withholding and hiding technical information from all prospective stakeholders

2015

**208.** In the context of Self-Help Groups (SHGs), what does "Regular proper book-keeping" (part of Panchasutra) ensure?
(A) Complete assurance that the SHG contributes maximum possible annual income taxes
(B) The rapid structural conversion of the SHG into a global multinational corporation
(C) Legal methods enabling members to shield their personal incomes from tax authorities
(D) Sustained transaction transparency, member trust, and eligibility for bank linkage

2018

**209.** The Small Farmers' Agribusiness Consortium (SFAC) promotes the formation of Farmer Producer Organisations (FPOs). What does SFAC stand for?
(A) Small Farmers' Agribusiness Consortium
(B) State Federation of Agricultural Cooperatives
(C) Social Foundation for Agri-Credit
(D) Sovereign Fund for Agricultural Corporations

2018

**210.** Select the correct sequence representing the evolution of cooperative banking tiers in rural India (from borrower to apex).
(A) PACS → DCCB → SCB → NABARD
(B) NABARD → SCB → DCCB → PACS
(C) DCCB → PACS → NABARD → SCB
(D) SCB → NABARD → PACS → DCCB

2002

**211.** Which organization functions directly under the Ministry of Cooperation to plan and execute programs for agricultural produce cooperatives?
(A) National Cooperative Development Corporation (NCDC)
(B) National Institute for Entrepreneurship and Small Business Development (NIESBUD)
(C) Khadi and Village Industries Commission (KVIC)
(D) Small Industries Development Bank of India (SIDBI)

2011

**212.** Cantillon's view of the entrepreneur heavily relied on the concept of arbitrage. What does this entail?
(A) Acquiring trade goods illegally and distributing them through formal channels
(B) Restricting agricultural production strictly for domestic family consumption
(C) Securing guaranteed fixed prices for all future wholesale product transactions
(D) Purchasing assets at a known price to resell them at an unknown future price

2015

**213.** The primary difference between an entrepreneur and an intrapreneur lies in:
(A) The overall degree of inherent cognitive creativity and innovation required
(B) The organizational context and ownership of operational risk and reward
(C) The formal educational qualifications and academic backgrounds of the founders
(D) Their personal leadership style and capacity to manage human resource teams

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2016
**162.** How does the Companies Act (specifically Part IXA, now integrated into the 2013 Act framework) facilitate the governance of Farmer Producer Organisations (FPOs)?
(A) By regulating and treating them strictly as non-profit charitable social trusts
(B) By centralizing control and removing voting rights from individual farmer members
(C) By blending cooperative principles with the flexibility of a private company
(D) By formally designating them as direct administrative subsidiaries of the state

2025
**163.** The Rochdale principle of "Concern for Community" dictates that cooperatives should:
(A) Work for sustainable community development through member-approved policies
(B) Interfere and campaign actively in local, state, and national political elections
(C) Maximize short-term corporate profits by ignoring local environmental standards
(D) Relocate their primary operational offices to foreign offshore tax havens

2025
**164.** What is the primary role of the Small Industries Development Bank of India (SIDBI) in the startup ecosystem?
(A) It offers direct and unconditional seed capital to every newly registered startup in the country
(B) It maintains, updates, and regulates all rural agricultural land ownership records nationally
(C) It acts as the sole central monetary authority responsible for printing the national currency
(D) It operates a Fund of Funds to provide indirect equity support to startups via venture capital

2012
**165.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Micro Finance Institutions (MFIs) face significant operational risks when scaling rapidly.
**Reason (R) :** Rapid scaling often leads to a dilution of the strict group-formation processes and borrower discipline essential to the Joint Liability Group (JLG) model.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2006
**166.** Which foundational theorist defined an entrepreneur as one who shifts resources to areas of higher yield, distinct from the capitalist who merely provides the funds?
(A) Karl Marx
(B) Adam Smith
(C) Jean-Baptiste Say
(D) John Maynard Keynes

2015
**167.** An intrapreneur working inside a large automobile company creates a radically new electric engine. Who owns the intellectual property rights to this invention under standard corporate arrangements?
(A) The individual intrapreneur who created the design
(B) The central or state government of the country
(C) The regional agricultural cooperative society
(D) The corporate entity employing the intrapreneur

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2006
**168.** According to Hagen's theory, a community that experiences a loss of traditional social status may react by:
(A) Channeling their efforts into entrepreneurial ventures to regain prestige
(B) Becoming completely passive, fatalistic, and accepting of lower status
(C) Migrating permanently to rural areas to practice subsistence farming
(D) Shunning and avoiding all modern forms of technological innovation

2012
**169.** Identify the INCORRECT statement regarding Danhof's classification of entrepreneurs.
(A) Innovating entrepreneurs are aggressive in assembling information
(B) Imitative entrepreneurs lead cutting-edge research in advanced nations
(C) Fabian entrepreneurs are characterized by immense caution and skepticism
(D) Drone entrepreneurs suffer severe losses rather than adopt new methods

(C) Imposition of highly complex, double corporate taxation schedules

(D) Strict enforcement of complex patent and intellectual property laws

2003

**224.** Which policy initiative explicitly addresses the collateral requirement barrier faced by women entrepreneurs in India?
(A) Foreign Exchange Regulation Act (FERA)
(B) Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)
(C) Essential Commodities Act
(D) Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE)

2013

**225.** Social entrepreneurs heavily utilize "B-Corp" certifications or hybrid legal structures. Why?
(A) To legally protect their dual mission of social impact and profit from shareholder pressure
(B) To secure complete, permanent legal immunity from paying all state and federal corporate taxes
(C) To intentionally obscure and hide their financial ledger transactions from regulatory authorities
(D) To systematically bypass and ignore standard labor relations laws and minimum wage regulations

2018

**226.** What is the foundational objective of the Entrepreneurship Development Institute of India (EDII)?
(A) To strictly regulate commercial banking operations and enforce national monetary policies
(B) To physically construct and lease out industrial manufacturing factory sheds for MSMEs
(C) To serve as a national resource for entrepreneurship training, research, and education
(D) To issue, manage, and underwrite comprehensive agricultural crop insurance policies

2014

**227.** An Entrepreneurship Development Programme's (EDP) effectiveness is heavily reliant on its pedagogical techniques. Which technique is best for imparting practical business management skills?
(A) Structured real-world case studies and interactive business simulations
(B) Passive, repetitive rote learning of theoretical economic formulas
(C) Solitary, silent reading of the complete clauses of the Companies Act
(D) Intensive physical endurance and demanding athletic fitness training

2003

**228.** Agripreneurship is vital for mitigating which chronic agricultural issue in India?
(A) The structural scarcity and unpredictability of monsoon rains
(B) The economic overproduction of high-end luxury automobiles
(C) The relative lack of vehicular traffic congestion in urban cities
(D) Chronic disguised unemployment within the rural agricultural sector

2014

**229.** What is the primary incentive for a trained professional under the Agriclinics and Agribusiness Centres (ACABC) scheme to open an agriclinic?
(A) A secure, guaranteed lifelong monthly salary from the federal government
(B) Bank loans offering a composite capital subsidy of 36-44% for setup
(C) Free, unconditional allocation of fertile agricultural land by the state
(D) Complete regulatory exemption from complying with any national civil laws

2014

**230.** The "Joint Liability" in the Joint Liability Group (JLG) model of Micro Finance implies that:
(A) The central government is held legally liable if any rural borrower defaults
(B) The lending bank's directors are held personally liable for credit defaults
(C) All members are mutually responsible for the repayment of each other's loans
(D) The displayed credit entirely risk-free and carries no default liability

2013

**231.** Agri-Startup focusing on drones for precise pesticide spraying operates in the domain of:
(A) Agri-Fintech
(B) Food Processing
(C) Traditional Marketing
(D) Precision Agriculture

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# ANSWERS

**1.** (B) Richard Cantillon
Richard Cantillon, an Irish-French economist, first introduced the term entrepreneur in his writings during the early eighteenth century. He defined the entrepreneur as an agent who purchases production inputs at known prices to assemble them into a product to sell at uncertain future prices, thereby acting as a fundamental bearer of economic risk and uncertainty.

**2.** (D) An entrepreneur initiates change and assumes risk, while a manager runs routine operations
Entrepreneurs are distinguished by their willingness to initiate disruptive changes, establish new ventures, and bear the associated financial and operational risks. In contrast, traditional managers focus on organizing, planning, and controlling ongoing, routine operations within established structures to maintain stability and meet defined targets without personally assuming the ownership risks of the enterprise.

**3.** (A) Undertaking innovative combinations of resources
Joseph Schumpeter's economic theory places innovation at the very center of the entrepreneurial function. He argued that the defining characteristic of an entrepreneur is the ability to carry out new combinations of resources, which includes introducing new products, implementing new production methods, opening new markets, or reorganizing industries, driving the process of creative destruction.

**4.** (C) Drone entrepreneur
Under Clarence Danhof's classification, drone entrepreneurs are characterized by their absolute refusal to adopt new opportunities or make changes to their production methods. They mimic traditional processes and continue operating with obsolete techniques even when it results in clear financial losses, demonstrating complete resistance to market innovations and modern economic shifts.

**5.** (B) Both A and R are true but R is not the correct explanation of A.
The Entrepreneurship Development Institute of India maps behavioral competencies essential for successful business creation. While opportunity seeking and persistence are indeed recognized as key competencies within this structured framework, this fact describes specific elements of the list rather than explaining the underlying methodology or the logical reason why the institute maps these competencies in the first place.

**6.** (D) The urge to control or influence the behavior of others
According to David McClelland's motivational theory, the Need for Power represents an individual's drive to influence, direct, and control the behaviors, attitudes, or decisions of others. This psychological urge manifests in a strong preference for competitive, status-oriented situations where the individual can exercise leadership and establish clear authority within an organizational hierarchy.

**7.** (B) The desire to take moderate, calculated risks
David McClelland's Achievement Motivation Syndrome highlights that high achievers systematically avoid both low-risk scenarios, which offer no personal satisfaction, and high-risk gambles, where outcomes depend entirely on luck. Instead, they actively seek out moderate, calculated risks where their personal skills, decisions, and effort directly influence and determine the final outcome of the venture.

**8.** (C) To evaluate risk-taking and goal-setting behavior
The Ring Toss game is a classic behavioral simulation used in entrepreneurship training programs to assess and develop achievement motivation. By allowing participants to choose their own throwing distance, the exercise practically measures how individuals set personal goals, assess their capabilities, and manage risk when balancing the probability of success against the offered reward.

**9.** (D) Rote memorization of historical dates
Developing core entrepreneurial self-efficacy requires interactive, experiential learning methods such as role-playing, brainstorming, and decision-making simulations. These

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(B) Establish a hierarchical organization with multi-layered bureaucracy
(C) Seek continuous feedback and approval from a formal governing board
(D) Secure a routine, highly standardized job on a corporate assembly line

2021
**242.** McClelland's Achievement Motivation Theory measures the Need for Achievement (nAch) using which psychological tool?
(A) Rorschach Inkblot Test
(B) Myers-Briggs Type Indicator (MBTI)
(C) Thematic Apperception Test (TAT)
(D) Stanford-Binet IQ Test

2018
**243.** During the Ring Toss simulation, a participant who consistently throws from the maximum possible distance is demonstrating:
(A) High risk-taking behavior that heavily borders on pure gambling
(B) Moderate, highly calculated risk-taking behavior and planning
(C) A strong achievement-oriented drive to succeed under pressure
(D) Complete risk aversion and avoidance of any competitive failure

2021
**244.** Behavioral exercises designed to boost creativity often employ "lateral thinking." Who coined this term?
(A) Peter Drucker
(B) Michael Porter
(C) Henry Mintzberg
(D) Edward de Bono

2003
**245.** The "Sustaining Phase" of the Entrepreneurship Development (ED) cycle is critical for preventing:
(A) The initial brainstorming and creation of potential business ideas
(B) The premature failure and sickness of newly founded enterprises
(C) The enrollment and selection of candidate participants into the EDP
(D) The formal academic graduation of university agriculture students

2025
**246.** Which of the following considered an "internal" environmental factor influencing an entrepreneur?
(A) Central government fiscal and corporate taxation policies
(B) Sudden, severe global economic recessions and market downturns
(C) The entrepreneur's cognitive biases and personal resilience
(D) Ongoing development of national physical transport infrastructure

2010
**247.** The barrier characterized by an entrepreneur's inability to access formal banking networks due to lack of historical financial records is an example of:
(A) A cultural barrier
(B) An infrastructural barrier
(C) A psychological barrier
(D) A financial/economic barrier

2024
**248.** The "Trade Related Entrepreneurship Assistance and Development" (TREAD) scheme specifically targets:
(A) Economic empowerment of women through trade training and credit
(B) Export incentives designed primarily for heavy machinery manufacturers
(C) Regulatory approvals for established foreign multinational corporations
(D) Infrastructure subsidies targeted at large urban real estate developers

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2001
**249.** Social entrepreneurship differs from traditional corporate social responsibility (CSR) primarily because:
(A) Corporate responsibility is legally prohibited, while social enterprise is mandated
(B) Social impact is the core model for social ventures, while CSR is an ancillary activity
(C) Traditional corporate responsibility initiatives yield zero measurable societal benefits
(D) Social ventures consistently yield higher financial profit margins than standard startups

2006
**250.** Given below are two statements, one labelled as Assertion (A) and the other as Reason (R).
**Assertion (A) :** Farmer Producer Organisations (FPOs) enhance the bargaining power of small and marginal farmers.
**Reason (R) :** FPOs aggregate the produce of multiple farmers, allowing them to bypass exploitative intermediaries and negotiate directly with larger buyers.
(A) Both A and R are true and R is the correct

psychological screening tests for founders
(D) Relying entirely on inherited family wealth and historical connections

2005
**268.** During an Entrepreneurship Development Programme (EDP), participants are asked to construct a tower out of limited paper and tape within 10 minutes. This exercise primarily assesses:
(A) Their physical strength, muscular coordination, and athletic stamina
(B) Their formal knowledge of standard corporate bookkeeping and accounting
(C) Their resourcefulness, hands-on creativity, and action under constraints
(D) Their ability to retain raw factual information through rote memory

2003
**269.** Self-efficacy in an entrepreneur leads to which of the following behaviors?
(A) Quitting the business venture immediately after the first major failure
(B) Attributing all personal errors and mistakes to external market forces
(C) Refusing to launch the finalized commercial product to the public
(D) Exhibiting higher persistence and resilience when facing market obstacles

2024
**270.** The Stimulatory Phase of an Entrepreneurship Development Programme (EDP) includes which of the following crucial activities?
(A) Settling and repaying outstanding commercial bank loans
(B) Liquidating the physical machinery assets of closed units
(C) Counseling and motivating potential entrepreneurial candidates
(D) Expanding existing production factories into global markets

2024
**271.** An entrepreneur fails to secure a loan because the banking sector in their region has collapsed. This represents a barrier within the:
(A) Cultural environment
(B) Economic and Financial environment
(C) Psychological environment
(D) Regulatory environment

2009
**272.** A major psychological barrier for a first-generation entrepreneur is often:
(A) Managing an overwhelming surplus and overabundance of liquid investment capital
(B) Navigating excessively generous and easily accessible state development subsidies
(C) Possessing advanced technical engineering and product development qualifications
(D) Lack of family business background, causing fear of the unknown and low confidence

2022
**273.** The "Mahila Coir Yojana" is a scheme primarily aimed at:
(A) Empowering women in the coir industry with training and equipment subsidies
(B) Providing specialized computer programming and IT training to urban male youth
(C) Restricting and banning women from pursuing careers in heavy manufacturing
(D) Importing high-technology foreign agricultural machinery from Western nations

2003
**274.** Social Entrepreneurs typically use metrics like "lives impacted" or "carbon offset" as their primary indicators of success. These are examples of:
(A) Traditional financial and accounting performance metrics
(B) Standardized public stock market capitalization indices
(C) Structured double or triple bottom line reporting metrics
(D) Mandatory corporate regulatory compliance audit metrics

2014
**275.** The Entrepreneurship Development Institute of India (EDII) is physically headquartered in which state?
(A) Gujarat
(B) Maharashtra
(C) Karnataka
(D) New Delhi

2014
**276.** The "Follow-up" or "Sustaining" phase of an Entrepreneurship Development Programme (EDP) is critical to determine the program's:
(A) Initial student enrollment registration numbers during the marketing phase
(B) Financial budget allocated by the institute for regional promotional campaigns
(C) Trainee satisfaction levels regarding the catering and hospitality services
(D) Long-term effectiveness and the real survival

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Act

2010

**259.** A primary cooperative society typically operates at which geographic level?
(A) Grassroots or village level
(B) National or federal level
(C) Provincial or state level
(D) Regional or district level

2011

**260.** Match the funding or support institutions in List I with their primary beneficiaries in List II.
**List I :** (Institution)
P. Small Industries Development Bank of India (SIDBI)
Q. National Bank for Agriculture and Rural Development (NABARD)
R. Small Farmers' Agribusiness Consortium (SFAC)
S. National Institute of Agricultural Extension Management (MANAGE)
**List II :** (Primary Beneficiary)
1. Micro, Small and Medium Enterprises (MSME) sector
2. Agriculture and Rural Development
3. Farmer Producer Organisations (FPOs)
4. Agriclinics and Agribusiness Centres (ACABC) Trainees (Agri-graduates)
(A) P-1, Q-2, R-3, S-4
(B) P-2, Q-1, R-4, S-3
(C) P-3, Q-4, R-1, S-2
(D) P-4, Q-3, R-2, S-1

2022

**261.** Richard Cantillon's terminology derived the word 'entrepreneur' from a French verb meaning:
(A) To innovate
(B) To undertake
(C) To manage
(D) To profit

2009

**262.** An intrapreneur relies on the resources of the parent company. This inherently means that compared to an entrepreneur, an intrapreneur has:
(A) Higher personal financial risk along with total operational autonomy
(B) Total and absolute ownership rights over the final commercialized product
(C) Lower financial risk but less autonomy and final product ownership
(D) Zero access to parent company assets and technical corporate resources

2009

**263.** Weber's theory implies that a society heavily influenced by traditional, fatalistic religious beliefs will likely experience:
(A) Rapid economic and entrepreneurial growth across all industrial sectors
(B) A highly elevated rate of innovation among technological entrepreneurs
(C) Immediate, widespread industrialization and urban development phases
(D) Stunted industrial growth due to the absence of a Protestant work ethic

2004

**264.** An imitative entrepreneur is most crucial for:
(A) Diffusing and adopting existing innovations widely across regional markets
(B) Researching and inventing foundational digital communication protocols
(C) Discovering and formulating completely new fundamental laws of physics
(D) Actively halting and stopping all future forms of technological progress

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2002

**265.** Which of the following defines the Entrepreneurship Development Institute of India (EDII) competency of "Information Seeking"?
(A) Relying entirely on internal personal intuition to execute strategic choices
(B) Personally conducting research to satisfy clients or explore new markets
(C) Consciously ignoring and discarding negative performance feedback from rivals
(D) Intentionally hiding critical financial and business data from stakeholders

2018

**266.** A founder who obsessively tracks daily metrics and sets strictly quantified monthly targets is exhibiting strong:
(A) Need for Affiliation and social belonging
(B) Goal-setting and efficiency orientation
(C) Need for Power and institutional control
(D) Status withdrawal and social resentment

2014

**267.** McClelland theorized that the Need for Achievement (nAch) is not purely innate but can be cultivated. This forms the foundational logic for:
(A) Establishing Entrepreneurship Development Programmes and motivation training
(B) Legally banning all forms of professional entrepreneurial training programs
(C) Conducting complex genetic and

2025
**232.** What is the core reason the National Bank for Agriculture and Rural Development (NABARD) initiated the Self-Help Group (SHG)-Bank Linkage Programme?
(A) To bridge the critical gap between formal banking and the unbanked rural poor
(B) To force rural populations into commercial banking against their will
(C) To completely eliminate any future need for agricultural state subsidies
(D) To systematically shut down and dissolve all regional cooperative banks

2006
**233.** The Companies Act framework allows Farmer Producer Organisations (FPOs) to achieve which of the following?
(A) Restrict active shareholder membership exclusively to foreign nationals
(B) Issue shares to primary producers and professionally run agribusinesses
(C) Operate completely outside state laws as an unregulated shadow bank
(D) Bypass and ignore all standard corporate financial auditing requirements

2008
**234.** The Rochdale Pioneers established their cooperative principles in which country during the 19th century?
(A) United States
(B) United Kingdom
(C) France
(D) Germany

2003
**235.** Which institution acts as the principal financial institution for executing the Pradhan Mantri Mudra Yojana (PMMY) to support micro-enterprises?
(A) Small Industries Development Bank of India (SIDBI)
(B) Reserve Bank of India (RBI)
(C) Securities and Exchange Board of India (SEBI)
(D) Insurance Regulatory and Development Authority (IRDAI)

2016
**236.** Schumpeter's concept of the entrepreneur is fundamentally tied to:
(A) Maintaining a static equilibrium state in the market
(B) Executing the routine daily management of firm resources
(C) Disrupting economic market equilibrium through innovation
(D) Performing the logical, mathematical calculation of risk

2002
**237.** Which theorist is most likely to agree with the statement: "Entrepreneurs emerge when a group experiences a withdrawal of status respect"?
(A) Max Weber
(B) Joseph Schumpeter
(C) Clarence Danhof
(D) Everett Hagen

2023
**238.** A manager who transitions to become an intrapreneur must primarily adapt to:
(A) Following administrative executive orders much more strictly
(B) Working fewer weekly hours for guaranteed corporate salary
(C) Managing higher levels of ambiguity and internal venture risk
(D) Focusing exclusively on processing historical operational data

2005
**239.** Danhof's "Drone" entrepreneur is detrimental to an economy primarily because they:
(A) Innovate too rapidly, thereby creating severe structural market instability
(B) Resist adopting more efficient methods, causing resource waste and failure
(C) Systematically copy and steal proprietary designs from local competitors
(D) Relocate their primary manufacturing facilities to foreign nations offshore

2014
**240.** The Entrepreneurship Development Institute of India (EDII) competency of "Commitment to Work Contract" implies an entrepreneur will:
(A) Sign any commercial business contract blindly without reading the legal clauses
(B) Intentionally breach legal agreements whenever it becomes financially lucrative
(C) Delegate the entire scope of critical contractual operations to untrained interns
(D) Make personal sacrifices and extraordinary efforts to complete jobs for clients

2011
**241.** An entrepreneur exhibiting a high Need for Autonomy will most likely prefer to:
(A) Work in highly unstructured settings to make independent decisions

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rate of promoted businesses

2019

**277.** Which of the following activities falls squarely under the domain of Agripreneurship?
(A) Working as an unskilled daily wage manual laborer on urban construction sites
(B) Establishing a tissue culture laboratory for disease-free banana saplings
(C) Founding and operating a software development agency for online mobile gaming
(D) Managing a highly traditional, unmechanized rural subsistence family farm

2009

**278.** A key feature of the Agriclinics and Agribusiness Centres (ACABC) scheme is that it transforms agriculture graduates from being "job seekers" to:
(A) Unproductive market elements who actively disrupt local employment cycles
(B) Salaried government bureaucrats working within the Ministry of Agriculture
(C) "Job creators" who establish profitable agri-ventures and extension services
(D) Conventional subsistence farming practicing basic manual tillage methods

2005

**279.** The fundamental operating principle of Micro Finance through Self-Help Groups (SHGs) is the substitution of physical collateral with:
(A) Formal sovereign government repayment financial guarantees
(B) Highly liquid physical gold and precious metal asset deposits
(C) Decentralized speculative cryptocurrency and digital assets
(D) Strong community social capital and mutual group peer pressure

2010

**280.** Agri-Startups face unique challenges compared to standard tech startups, primarily because:
(A) Agricultural cycles rely on biology and weather, extending product validation timelines
(B) The agricultural sector inherently possesses zero long-term opportunities for generating profit
(C) Rural farming populations universally reject and refuse to adopt any modern technology
(D) The federal government actively bans and criminalizes all forms of agricultural innovation

2003

**281.** A Self-Help Group (SHG) typically consists of how many members?
(A) 1 to 5
(B) 10 to 20
(C) 100 to 200
(D) More than 500

2009

**282.** Under the Companies Act, a Farmer Producer Organisation (FPO) must ensure that its voting rights are structured based on:
(A) The total volume of equity shares an individual shareholder holds
(B) One vote per member, following cooperative democratic control principles
(C) The total physical acreage of arable land registered to the farmer
(D) The specific political party affiliation of the individual farmer

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2024

**283.** The Rochdale Pioneers are credited with creating the first successful:
(A) Consumer cooperative society
(B) Commercial investment bank
(C) Multinational tech corporation
(D) Feudal agricultural estate

2001

**284.** Which apex body is responsible for regulating and supervising Regional Rural Banks (RRBs) and Cooperative Banks in India?
(A) Securities and Exchange Board of India (SEBI)
(B) Export-Import Bank of India (EXIM Bank)
(C) National Bank for Agriculture and Rural Development (NABARD)
(D) Small Farmers' Agribusiness Consortium (SFAC)

2006

**285.** A distinguishing feature of a capitalist, as opposed to an entrepreneur, is that the capitalist:
(A) Takes on the direct role of coordinating industrial resources and executing innovations
(B) Functions as a regular salaried employee within the organizational hierarchy of the firm
(C) Takes direct personal charge of designing the long-term marketing and branding strategy
(D) Provides financial backing expecting returns without active operational management

explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2002
**251.** Which national institute functions under the Ministry of Micro, Small and Medium Enterprises (MSME) to conduct long-term training programs and research in entrepreneurship?
(A) National Institute for Entrepreneurship and Small Business Development (NIESBUD)
(B) Indian Space Research Organisation (ISRO)
(C) National Institute of Agricultural Extension Management (MANAGE)
(D) National Cooperative Development Corporation (NCDC)

2018
**252.** The effectiveness of an Entrepreneurship Development Programme (EDP) is typically lowest when:
(A) The candidate selection process is designed to be highly rigorous and selective
(B) The training syllabus focuses heavily on practical behavioral competencies
(C) The support phase is absent, leaving trainees to navigate bureaucracy alone
(D) The instructional methods rely heavily on analyzing local business case studies

2005
**253.** Agripreneurship in the form of "Custom Hiring Centres" (CHCs) primarily provides what service to rural farmers?
(A) Providing formal legal consulting services for complex rural land disputes
(B) Distributing and selling high-end luxury consumer products to households
(C) Establishing and operating modern commercial multiplex cinemas in villages
(D) Renting out expensive agricultural machinery on a pay-per-use basis

2014
**254.** Under the Agriclinics and Agribusiness Centres (ACABC) scheme, to whom is the agribusiness consultancy service provided?
(A) Strictly to various departments of the state and federal government
(B) Exclusively to large, established multinational agribusiness corporations
(C) To local farmers to enhance their agricultural productivity and income
(D) To urban-based software engineers and IT professionals seeking hobbies

2024
**255.** The concept of "Micro-credit" differs from "Micro Finance" in that:
(A) Both concepts are completely identical in legal terms and describe the exact same financial products
(B) Micro-credit refers only to small loans, while Micro Finance includes savings, insurance, and other financial services
(C) Micro Finance operates strictly to deliver large-scale corporate development funding to heavy industry
(D) Micro-credit is a specialized financial mechanism designed exclusively for high-income urban populations

2008
**256.** A critical function of an Agri-Startup incubator is to assist founders in securing "Seed Funding." Seed funding is typically used for:
(A) Scaling commercial operations and expanding the company to foreign markets
(B) Paying out massive cash dividends directly to the initial founding partners
(C) Acquiring and buying out established rival competitor corporations globally
(D) Designing products, conducting market research, and validating business models

2004
**257.** Which principle of the Panchasutra directly addresses the mitigation of default risk within a Self-Help Group (SHG)?
(A) Regular and timely repayment of internal loans
(B) Regular and structured weekly group meetings
(C) Regular and active political lobbying activities
(D) Regular and comprehensive family holiday planning

2018
**258.** Farmer Producer Organisations (FPOs) are registered as Producer Companies under which specific section/part of the Indian Companies Act?
(A) Section 8 (Non-profit organizations)
(B) Section 25
(C) Part IXA of the Companies Act, 1956 (and corresponding provisions in the 2013 Act)
(D) They are not registered under the Companies

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(B) A highly speculative exchange platform for virtual cryptocurrencies
(C) A specialized premium dealership selling imported high-end luxury cars
(D) Amul, by organizing and empowering millions of rural dairy farmers

2003

**296.** The Ministry of Micro, Small and Medium Enterprises (MSME) launched the "Udyam Registration" portal to primarily facilitate:
(A) A simplified, free, and paperless online registration process for MSMEs
(B) High-cost, complex legal auditing services customized for heavy industrial sectors
(C) Formal diplomatic accreditation registration for foreign emissaries and consuls
(D) Direct electronic filing of personal income tax returns for salaried employees

2022

**297.** What is the fundamental goal of the "Pre-training Phase" of an Entrepreneurship Development Programme (EDP)?
(A) Evaluating the final, accumulated net operational profits of established commercial ventures
(B) Designing the syllabus and selecting candidates with high latent entrepreneurial potential
(C) Organizing the concluding graduation ceremony to distribute formal performance certificates
(D) Executing legal procedures to shut down and liquidate chronic non-performing business units

2021

**298.** Agripreneurship can involve "Agri-tourism," which fundamentally operates by:
(A) Sponsoring and sending local agricultural farmers on luxury international vacation holidays
(B) Opening working farms to urban tourists to experience rural life and agricultural work
(C) Constructing and operating expensive five-star luxury hotels inside major urban city centers
(D) Exporting premium-grade raw food crops directly to international luxury tourist destinations

2006

**299.** Under the Agriclinics and Agribusiness Centres (ACABC) scheme, the government provides a subsidy to successful trained candidates. This subsidy is generally higher for:
(A) Women, SC/ST, and North-Eastern or Hill state candidates
(B) General category male candidates residing in urban regions
(C) Large-scale corporate or conglomerate business entities
(D) Foreign national citizens applying from overseas locations

2023

**300.** The foundational principle of the cooperative movement, "Member Economic Participation," ensures that:
(A) Wealthy members exclusively receive financial dividends and surplus allocations
(B) The state government maintains total ownership of all assets and equity capital
(C) Members contribute equitably to, and democratically manage, cooperative capital
(D) The venture is financed entirely using institutional foreign venture capital funds

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2010

**286.** Schumpeter's theory posits that entrepreneurs are the primary cause of economic development through a process he called:
(A) Status withdrawal
(B) Need for achievement
(C) Creative destruction
(D) The Protestant ethic

2005

**287.** Which type of entrepreneur, according to Danhof, is most likely to cause a traditional industry to collapse because they refuse to modernize their obsolete processes?
(A) Innovating entrepreneur
(B) Drone entrepreneur
(C) Imitative entrepreneur
(D) Fabian entrepreneur

2024

**288.** According to the Entrepreneurship Development Institute of India (EDII) competency model, "Persuasion" involves:
(A) Coercing and forcing employees to perform through intense physical intimidation
(B) Completely ignoring and discarding the feedback of key corporate stakeholders
(C) Consistently speaking loudly and aggressively during formal executive meetings
(D) Employing deliberate, targeted strategies to influence others for business goals

2018

**289.** The Ring Toss game illustrates that successful entrepreneurs typically aim for targets that are:
(A) Moderately difficult, requiring skill but offering realistic chances of success
(B) Extremely simple and easy to ensure absolute guaranteed success without effort
(C) Absolutely impossible to achieve in order to project high personal ambition
(D) Completely random, unpredictable, and entirely dependent on luck or chance

2008

**290.** Behavioral exercises designed to improve the "influencing process" are most useful for an entrepreneur during:
(A) Filing routine administrative paperwork for local tax compliance
(B) Doing solitary academic research in a university laboratory library
(C) Pitching prospective business plans to venture capitalists for funding
(D) Organizing and sorting physical files on their personal office desk

2010

**291.** The "Support Phase" of an Entrepreneurship Development Programme (EDP) ensures that a trained entrepreneur receives:
(A) Practical help in securing essential licenses, loans, and business infrastructure
(B) A prestigious, accredited postgraduate university degree in business administration
(C) A continuous, fully guaranteed monthly government financial pension after startup
(D) Free, unlimited supplies of manufacturing raw materials for their entire lifetime

2011

**292.** A sudden change in consumer preference towards organic food products acts as which type of environmental factor for a traditional pesticide manufacturer?
(A) Regulatory environment
(B) Physical environment
(C) Technological environment
(D) Social/Cultural environment

2007

**293.** Which is a significant barrier specifically related to the "Economic Environment"?
(A) A severe internal lack of personal achievement motivation
(B) Elevated capital costs and inadequate credit access facilities
(C) Restrictive traditional social caste system practices
(D) Acute psychological fear of negative societal judgment

2007

**294.** Women entrepreneurs in rural areas often face the "mobility barrier," which refers to:
(A) A complete financial inability to purchase modern smartphones or high-speed mobile internet
(B) An acute medical lack of physical fitness and stamina required to perform daily work tasks
(C) Social and safety constraints limiting their travel for business networking and procurement
(D) A complete inability to read, write, or converse fluently in the English language locally

2008

**295.** Which of the following represents a successful model of Social Entrepreneurship in India?
(A) A manufacturing company that pollutes local rivers but pays minor fines

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activities build a founder's belief in their capabilities to execute complex tasks, whereas rote memorization of historical dates is a passive academic exercise that has no relevance to fostering business confidence, strategic thinking, or practical problem-solving.

**10.** (A) P-2, Q-3, R-1, S-4
The entrepreneurship development cycle progresses logically across several key phases. The pre-training phase involves designing the course curriculum, while the stimulatory phase focuses on identifying potential entrepreneurs. The support phase assists in registering the enterprise, and the sustaining phase ensures long-term viability by providing management consultancy services and facilitating modern product diversification.

**11.** (B) Fear of failure and low self-confidence
Psychological barriers to entrepreneurship stem from internal mental states and cognitive biases that inhibit action. A profound fear of failure, coupled with low self-confidence and high risk aversion, prevents aspiring individuals from taking the initiative to launch new ventures, whereas regulatory compliance, high taxes, and poor infrastructure are external economic or environmental barriers.

**12.** (B) Dual role conflict balancing family obligations and the enterprise
Women entrepreneurs in traditional societies frequently confront deep-seated socio-cultural challenges that stem from rigid gender roles. The dual role conflict requires them to balance demanding household responsibilities and family obligations with the rigorous operational needs of running an enterprise, creating significant time, mobility, and stress constraints that their male counterparts rarely experience.

**13.** (A) Prioritizing societal impact alongside financial sustainability
Social entrepreneurship is fundamentally distinguished from traditional commercial ventures by its primary mission to address pressing societal or environmental challenges. While commercial businesses focus primarily on maximizing shareholder wealth and corporate profits, social enterprises design innovative business models that prioritize positive, measurable community impact while maintaining financial sustainability through revenue-generating activities.

**14.** (C) KVIC
The Khadi and Village Industries Commission is a statutory body established by an Act of Parliament in India. It is specifically mandated to plan, promote, facilitate, organize, and assist in the development of khadi and village industries in rural areas, playing a vital role in generating sustainable non-farm employment opportunities for rural communities.

**15.** (B) II and III
Entrepreneurship Development Programmes are designed to foster entrepreneurial skills and capabilities rather than directly providing start-up capital. These training schemes rely heavily on active pedagogical techniques, including behavioral simulations and role-playing, and they conclude with a vital evaluation phase that monitors and assesses the post-training success and enterprise creation rate of the participants.

**16.** (C) Applying entrepreneurial principles to agricultural and allied sectors
Agripreneurship refers to the strategic application of entrepreneurial principles, innovation, and business management techniques to agriculture and allied sectors. In the Indian context, it focuses on transforming traditional subsistence farming into highly profitable, market-oriented agribusinesses by introducing value addition, modern technology, supply chain efficiencies, and sustainable commercial agricultural practices.

**17.** (B) MANAGE
The National Institute of Agricultural Extension Management, situated in Hyderabad, serves as the nodal coordinating agency for the Agri-Clinics and Agribusiness Centres scheme. It is responsible for designing training curriculums, selecting training partners, and overseeing the capacity building of agricultural graduates to help them establish successful agricultural ventures.

**18.** (D) Providing micro-credit and savings options to underserved rural populations
Microfinance institutions drive rural development by addressing the critical challenge of financial exclusion among underserved populations. By providing small, collateral-free loans, micro-credit facilities, and basic savings options to low-

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body established by the Ministry of MSME. Its primary mandate is to coordinate, design, and oversee entrepreneurship development training programs, formulate standardized curriculums, and conduct research to strengthen the entrepreneurial ecosystem across the country.

**38.** (D) The effectiveness of the training and the rate of enterprise creation
The evaluation phase of an Entrepreneurship Development Programme is vital for assessing the qualitative and quantitative impact of the training. It measures the program's overall effectiveness by tracking how many trainees successfully transitioned to launching new enterprises, identifying specific operational bottlenecks, and improving the design of future training cycles.

**39.** (B) Agri-tourism
Agri-tourism is a rapidly growing avenue within agripreneurship that integrates commercial tourism with active farm operations. It allows urban visitors to experience rural life, learn about sustainable agricultural practices, and purchase fresh produce directly from farmers, thereby diversifying agricultural income streams and creating direct non-farm employment opportunities in rural areas.

**40.** (B) I, III and IV
The Agri-Clinics and Agribusiness Centres scheme is a key national initiative designed to supplement public agricultural extension efforts. It provides subsidy support to agricultural graduates to establish independent agri-ventures. The National Institute of Agricultural Extension Management coordinates the training component of this scheme, which primarily targets trained agricultural graduates rather than untrained urban youth.

**41.** (D) The Joint Liability Group (JLG) and SHG-Bank Linkage delivery model
In rural India, the microfinance sector's success is deeply anchored in group-based credit delivery mechanisms. The Joint Liability Group model and the Self-Help Group-Bank Linkage Programme serve as the primary delivery models, leveraging peer pressure and social collateral to extend credit to marginalized individuals who lack traditional physical collateral.

**42.** (A) Nurturing early-stage companies through structural support and resources
In the context of startups, incubation refers to the structured process of nurturing early-stage, high-potential business ventures to help them survive and grow. Business incubators provide founders with essential resources, including shared office spaces, technical infrastructure, professional mentorship, business development training, and valuable networking opportunities with potential investors and market partners.

**43.** (B) To assess its creditworthiness and readiness for commercial bank loans
Under the NABARD Bank-Linkage Programme, grading self-help groups is a critical process used to evaluate their overall performance and operational health. The assessment reviews parameters like meeting regularity, savings discipline, internal lending rates, and record-keeping quality to determine the group's creditworthiness and readiness to receive interest-subsidized commercial bank loans.

**44.** (B) SFAC (Small Farmers' Agribusiness Consortium)
The Small Farmers' Agribusiness Consortium is a pioneer organization heavily involved in facilitating the growth of Farmer Producer Organisations in India. Working alongside NABARD, SFAC provides critical support through capacity building, professional training, equity grants, and credit guarantee schemes, helping smallholder farmers achieve commercial viability through collective action.

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**45.** (A) Both A and R are true and R is the correct explanation of A.
Cooperatives are structured hierarchically across primary local societies, district unions, and state-level apex federations. This tiered organizational framework is highly effective because it integrates local grassroots community participation and trust with scale-efficient district operations and state-level financial refinancing, securing both community trust and vital access to larger agricultural commodity markets.

**46.** (C) Promoting production, processing, and marketing through rural cooperatives
The National Cooperative Development Corporation is a statutory developmental finance institution. Its primary mandate is to plan, promote, and finance programs for the

**28.** (B) The drive to act independently and maintain control over one's professional destiny
The Need for Autonomy represents an individual's strong psychological drive to act independently, make decisions free from external constraints, and control their own professional destiny. In entrepreneurial behavior, this manifests as a preference for self-employment over traditional corporate structures, allowing founders to define their own work methods, schedules, and strategic directions.

**29.** (A) Moderate, calculated risks where personal skill influences the outcome
David McClelland's research indicates that individuals possessing a high Need for Achievement prefer tasks that present moderate, calculated risks. They actively avoid extreme high-risk scenarios that depend entirely on chance, as well as low-risk situations that offer no personal challenge. They thrive when their own skills and efforts directly determine success.

**30.** (B) Pre-training Phase, Training Phase, Follow-up Phase
A standard Entrepreneurship Development Programme is structured into three consecutive, logical phases. The pre-training phase involves candidate identification, selection, and curriculum design. The training phase focuses on developing business skills, motivation, and technical knowledge. Finally, the follow-up or post-training phase provides continuous support, counseling, and evaluation of enterprise creation.

**31.** (D) Influencing process exercises
Influencing process exercises are interactive behavioral simulations designed to improve an entrepreneur's capacity to network, negotiate, and persuade. These exercises help participants practice presenting their ideas, building consensus, and convincing stakeholders, partners, or investors to support their business vision, which is a vital skill for securing critical external startup resources.

**32.** (C) Conducting entrepreneurial awareness campaigns
The stimulatory phase of the entrepreneurship development cycle is aimed at generating initial interest and preparing a fertile ground for business creation. Prominent activities in this phase include conducting entrepreneurial awareness campaigns, organizing motivation seminars, and providing information about business opportunities to encourage individuals to consider entrepreneurship as a viable career option.

**33.** (B) Regulatory barrier
An entrepreneur who is unable to launch a business due to complex licensing procedures, excessive paperwork, and bureaucratic delays is facing a regulatory barrier. These obstacles are established by government policies and administrative frameworks, which can significantly increase transaction costs and entry barriers, discouraging potential startup founders from entering the market.

**34.** (D) Women entrepreneurs encounter zero socio-cultural challenges in modern rural markets.
Women entrepreneurs in India face numerous distinct socio-cultural challenges, particularly in traditional and rural markets. These include rigid gender expectations, limited mobility, safety concerns, and unequal access to property ownership, which restricts their available collateral for loans. Asserting that women entrepreneurs encounter zero socio-cultural challenges in modern rural markets is factually incorrect.

**35.** (A) III, II, I, IV
The standard logical sequence of venture funding stages for startups begins with pre-seed funding to validate the initial concept. This is followed by seed funding to develop the product prototype and test the market. Next, Series A funding is secured to scale operations, and the process culminates in an Initial Public Offering.

**36.** (C) Hybrid models combining revenue generation with social value creation
To ensure long-term viability and reduce dependence on unpredictable external grants or donations, social entrepreneurs heavily rely on hybrid business models. These models strategically combine commercial revenue generation with primary social value creation, allowing the enterprise to reinvest its operating profits directly back into expanding its positive social and environmental impact.

**37.** (A) To coordinate and oversee entrepreneurship development training
The National Institute for Entrepreneurship and Small Business Development is an apex national

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**75.** (B) I, II and IV
The Entrepreneurship Development Institute of India framework maps out key behavioral competencies essential for successful business creation, such as initiative, persistence, and systematic problem-solving. This structured framework is built on the core belief that these competencies can be successfully identified, trained, and enhanced through behavior-oriented educational training programs.

**76.** (B) Exert influence and direct the actions of a team
According to David McClelland's theory of needs, individuals possessing a high Need for Power are primarily motivated by situations where they can exert influence, express authority, and direct the actions of a team. They seek status-oriented, competitive environments where their leadership can shape opinions and drive group decisions.

**77.** (A) Helping entrepreneurs identify suitable products and build awareness
The stimulatory phase of the entrepreneurship development cycle is focused on creating a supportive climate and cultivating potential founders. Key activities in this initial phase involve helping prospective entrepreneurs identify viable product options, building overall business awareness, providing information on local business opportunities, and conducting motivational training programs.

**78.** (C) Economic/Regulatory barrier
A robust intellectual property regime stimulates entrepreneurship by protecting proprietary technologies and business methods. Conversely, the lack of IP protection acts as a significant economic and regulatory barrier, as it exposes innovative startups to high imitation risk and prevents them from securing competitive advantages and raising venture capital.

**79.** (D) To facilitate collateral-free micro-credit to micro-enterprises
The Pradhan Mantri MUDRA Yojana is a prominent national scheme designed to provide collateral-free micro-credit to non-corporate, non-farm small and micro-enterprises. It plays a crucial role in supporting women entrepreneurs by facilitating easy access to institutional credit, allowing them to fund initial startup activities and expand small business units.

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**80.** (A) P-2, Q-3, R-1, S-4
Specialized national institutions in India serve distinct operational domains. MANAGE coordinates agricultural extension training, particularly under the ACABC scheme. NCDC provides financial assistance to develop rural cooperatives. KVIC focuses exclusively on promoting rural khadi and village industries, while SIDBI is the principal apex institution for financing the MSME sector.

**81.** (B) The causal logic linking their activities to the desired social impact
Social entrepreneurs utilize a "Theory of Change" as a strategic planning framework. This concept outlines the explicit, logical causal pathway showing how their specific inputs, resources, and operational activities will lead to the desired outputs, outcomes, and long-term measurable social or environmental impact in the targeted communities.

**82.** (D) KVIC - Urban Heavy Steel Industry
The Khadi and Village Industries Commission is a statutory body established to promote, organize, and assist in the development of khadi and village industries in rural and semi-urban areas. It has no structural role or operational involvement in regulating or supporting the urban heavy steel manufacturing and production sector.

**83.** (A) Proper selection of potential entrepreneurial candidates
The pre-training phase of an Entrepreneurship Development Programme is highly critical because it sets the foundation for the entire training cycle. The most crucial activity in this phase is the rigorous identification and selection of potential candidates who possess the baseline motivation, aptitude, and readiness to successfully start a new enterprise.

**84.** (C) Using technology and data to optimize crop inputs and soil health
Within agripreneurship, precision farming refers to the strategic application of modern technology, data analytics, GPS, and IoT sensors to observe, measure, and respond to variability in crops. This approach optimizes resource inputs, such as water, fertilizers, and pesticides, to maximize crop yields, protect soil health, and ensure sustainable farming practices.

production, processing, marketing, storage, export, and import of agricultural produce, foodstuffs, and other notified commodities through rural cooperative societies, boosting the overall rural agricultural economy.

**47.** (D) A corporate executive who innovates and creates ventures inside a firm
An intrapreneur is an individual who exhibits entrepreneurial characteristics, including innovation, creativity, and risk-taking, while operating within the boundaries of an established corporation. They utilize corporate resources, systems, and backing to develop and implement new business ideas, products, or services, driving internal corporate innovation without bearing personal financial liability.

**48.** (C) Status withdrawal of a minority social group
Everett Hagen's sociological theory of entrepreneurship posits that economic growth is often triggered by status withdrawal. When a distinct social group loses its traditional status or respect within a society, it experiences psychological frustration, which drives subsequent generations to reject traditional values and turn to creative entrepreneurial activities to regain social standing.

**49.** (B) Act with extreme caution when adopting market innovations
Under Clarence Danhof's classification, Fabian entrepreneurs are distinguished by their highly cautious and skeptical attitude toward change. They do not initiate innovations and will only adopt proven technological advancements when it becomes absolutely clear that failure to do so will result in immediate bankruptcy or complete loss of their market position.

**50.** (B) III only
Joseph Schumpeter's entrepreneurial theory explicitly distinguished the entrepreneur from the capitalist. While a capitalist provides the financial resources and bears the primary financial risk of the venture, Schumpeter argued that the entrepreneur's essential role is to serve as a radical innovator who carries out entirely new combinations of production factors.

**51.** (A) A desire for friendly and close interpersonal relationships
In David McClelland's motivational framework, the Need for Affiliation is characterized by a strong desire to establish, maintain, or restore positive, warm, and friendly interpersonal relationships with others. Individuals with high affiliation needs prioritize social harmony, cooperative team environments, and group acceptance over personal power or competitive achievement outcomes.

**52.** (C) Believing that one's own actions and competencies determine key outcomes
An internal locus of control is a fundamental psychological component of the achievement motivation syndrome. Individuals with this mindset firmly believe that their own decisions, efforts, and capabilities directly determine their life outcomes and business success, rather than attributing results to external forces, luck, fate, or government intervention.

**53.** (A) Choose the throwing distance, balancing success probability and reward
The Ring Toss game serves as an active behavioral simulation in training by requiring participants to choose their own throwing distance from a peg. This choice forces them to balance the probability of physical success against the size of the reward, revealing whether they prefer high, low, or moderate, calculated entrepreneurial risks.

**54.** (D) Their belief in their own capability to organize and achieve goals
Entrepreneurial self-efficacy refers to an individual's personal belief in their capability to successfully perform the various roles and tasks required to launch and manage a new venture. Building self-efficacy directly addresses this psychological construct, enhancing confidence in their ability to make strategic decisions, overcome obstacles, and achieve goals.

**55.** (A) P-3, Q-4, R-1, S-2
Different organizational roles exhibit distinct functional characteristics. A capitalist primarily provides the financial capital required for a business, while an entrepreneur innovates and bears the main venture risk. Managers organize and oversee daily ongoing operations within established structures, whereas intrapreneurs initiate and develop innovative new projects inside existing firms.

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income individuals, they enable rural households to invest in income-generating activities, build small enterprises, and establish economic self-reliance without resorting to informal, exploitative moneylenders.

**19.** (A) Providing physical infrastructure, professional mentorship, and funding access
An incubation ecosystem provides crucial nurturing and support to early-stage agri-startups during their most vulnerable initial phases. Incubators offer startups essential physical co-working spaces, access to specialized laboratories, expert professional mentorship, legal advisory services, and direct networking channels with angel investors and venture capital funds to facilitate rapid market entry.

**20.** (C) III only
The Panchasutra principles form the behavioral foundation of self-help groups to ensure discipline and sustainability. These five rules comprise regular weekly meetings, regular savings, regular internal lending among members, regular timely repayment of loans, and maintenance of clean books of accounts. Seeking loans from private moneylenders directly and completely violates these core cooperative principles.

**21.** (A) The Companies Act
Farmer Producer Organisations are most commonly registered under the specific provisions of the Companies Act, which allows them to operate as Producer Companies. This legal framework provides small and marginal farmers with the benefits of a modern corporate structure, including limited liability, professional management, and better corporate governance, while preserving primary cooperative principles.

**22.** (D) Establishing democratic member control through a one member, one vote system
The Rochdale Pioneers established the foundational principles of modern cooperative societies, emphasizing democratic member control. This principle dictates that every member of the cooperative has equal voting power, formulated as one member, one vote, regardless of the amount of capital or shares they hold, ensuring that financial wealth does not dictate organizational governance.

**23.** (B) SIDBI
The Small Industries Development Bank of India is the principal financial institution established for promoting, financing, and developing the micro, small, and medium enterprise sector. It coordinates the functions of various institutions engaged in similar activities, providing direct and indirect financial assistance to MSMEs to foster industrial growth and entrepreneurship.

**24.** (C) Shifting resources to areas of higher economic productivity
Jean-Baptiste Say, a classic French economist, defined the entrepreneur's primary role as a coordinator and organizer of the factors of production. He emphasized that entrepreneurs drive overall economic growth by systematically shifting economic resources out of areas of low productivity and into areas of higher productivity and yield, generating increased economic value.

**25.** (A) I, II, IV and V
Classic theories of entrepreneurship offer distinct sociological and economic perspectives. Hagen linked entrepreneurship to minority status withdrawal, and Weber tied it to the Protestant work ethic. Cantillon defined the entrepreneur as a bearer of uncertainty, and Say emphasized resource coordination. Schumpeter viewed the entrepreneur as a radical innovator, not a mere imitator of models.

**26.** (A) Adopts successful innovations already proven by others
In Clarence Danhof's typology of entrepreneurship, imitative or adoptive entrepreneurs are characterized by their readiness to adopt successful innovations pioneered by others. Instead of investing heavily in creating new, unproven technological breakthroughs themselves, they carefully observe existing market successes and replicate those proven business models within their own operational environments.

**27.** (B) Persistence
Under the competency framework mapped by the Entrepreneurship Development Institute of India, persistence is defined as the ability to take repeated, non-routine, or completely different actions to overcome obstacles and solve problems. Persistent entrepreneurs refuse to give up easily when facing business challenges, continuously seeking alternative paths to achieve their goals.

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savings facilities, it provides access to capital for individuals lacking traditional bank collateral. The Self-Help Group-Bank Linkage Programme, spearheaded by NABARD, serves as a highly successful model for delivering these microfinance services.

**66.** (D) Traditional banks perceive innovative agritech as too high-risk
Agri-startups developing highly innovative agricultural technologies frequently rely on specialized venture funding. This is because traditional commercial banks often perceive agritech ventures as too high-risk, given their long development timelines, reliance on unpredictable biological processes, and lack of standard physical assets for collateral, making venture capitalists essential capital partners.

**67.** (A) Regular political lobbying
The Panchasutra principles represent the five core behavioral guidelines designed to ensure the operational discipline and long-term sustainability of self-help groups. These comprise regular meetings, regular savings, regular internal lending, regular timely repayment, and maintaining up-to-date account books. Engaging in political lobbying is not part of this cooperative framework.

**68.** (C) It varies based on local bylaws and overall economic viability
Primary agricultural credit societies function at the village grassroots level to provide short-term agricultural credit to farmers. The maximum number of members a society can register is not fixed by a single national limit; rather, it varies based on local cooperative bylaws, geographic coverage, and overall financial and operational viability.

**69.** (A) Equity Grant and Credit Guarantee Fund Schemes
The Small Farmers' Agribusiness Consortium actively promotes the growth and sustainability of Farmer Producer Organisations. It achieves this by implementing key schemes like the Equity Grant Scheme, which matches member equity, and the Credit Guarantee Fund Scheme, which helps FPOs access collateral-free loans from commercial banking institutions.

**70.** (A) Both A and R are true and R is the correct explanation of A.
The Rochdale principles establish democratic member control as a core pillar of cooperative societies. This principle ensures that decision-making power remains equal, with each member holding one vote. Consequently, wealthy capital providers cannot disproportionately control or dominate the cooperative based on the size of their financial shareholding or investment.

**71.** (B) An apex development finance institution providing rural credit refinance
The National Bank for Agriculture and Rural Development is the apex development finance institution in India. It does not operate as a retail commercial bank dealing directly with individual farmers; instead, it provides critical refinance support, policy guidance, and institutional credit to cooperative banks, regional rural banks, and other financial institutions.

**72.** (C) Drone Entrepreneur
Under Clarence Danhof's typology of entrepreneurship, a drone entrepreneur is one who is completely characterized by a lack of desire to innovate, adopt market changes, or alter their operational methods. They rely exclusively on traditional, inherited business practices, even when these methods lead to severe economic stagnation or ongoing losses.

**73.** (D) The ethical and religious belief systems prevalent in a given society
Max Weber's sociological theory of entrepreneurship correlates economic and business development with the prevailing religious and ethical values of a society. He argued that specific belief systems, such as the Protestant work ethic, fostered hard work, frugality, and capital accumulation, which directly stimulated the emergence and growth of modern capitalism.

**74.** (A) Someone who provides financial capital to earn returns without operating the firm
A capitalist is primarily defined as an individual who provides the necessary financial resources or capital to a business venture to earn financial returns, without actively managing its day-to-day operations or introducing innovations. In contrast, an entrepreneur is the active agent who organizes resources, innovates, and manages the firm.

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products, production methods, and market structures, driving long-term industrial development and economic growth.

**95.** (B) Need for Achievement, Need for Power, Need for Affiliation
David McClelland's acquired needs theory proposes that individuals are motivated by three primary social needs. This model comprises the Need for Achievement, which is the drive to excel; the Need for Power, which is the drive to influence others; and the Need for Affiliation, which is the desire for friendly relationships.

**96.** (C) Managers run existing structures, while intrapreneurs innovate within the firm
The primary factor distinguishing a traditional manager from an intrapreneur is their operational focus. While managers are responsible for executing established plans, optimizing routine processes, and maintaining stability, intrapreneurs act as internal innovators who take calculated risks to create and develop new business concepts inside an established corporation.

**97.** (B) They seek to regain lost social standing through innovation
According to Everett Hagen's sociological theory, status withdrawal occurs when a group's traditional social standing is diminished. This group experiences deep frustration, prompting subsequent generations to channel their creative energies away from traditional pathways and into innovative entrepreneurial activities as a practical means to regain their lost social respect and status.

**98.** (D) Fabian
In Clarence Danhof's typology of entrepreneurship, a Fabian entrepreneur is characterized by extreme caution and skepticism. They do not introduce new production methods on their own and will only adapt to technological advancements when it becomes absolutely necessary for their survival, typically when failure to change would lead to business collapse.

**99.** (A) The drive to find ways to do things faster or at a lower cost
Under the competency framework mapped by the Entrepreneurship Development Institute of India, "Efficiency Orientation" refers to an entrepreneur's consistent drive to find better, faster, or less expensive ways to perform business operations. This competency focuses on optimizing resource utilization, minimizing waste, and enhancing overall business productivity and profitability.

**100.** (B) I and III
Behavioral exercises utilized in Entrepreneurship Development Programmes are carefully designed to assess and alter a participant's risk-taking profile. By placing individuals in simulated decision-making scenarios, these interactive exercises help build core entrepreneurial self-efficacy and strategic thinking, far beyond what can be achieved by reading traditional business textbooks.

**101.** (A) McClelland's Achievement Motivation Theory
The use of the Ring Toss game in entrepreneurship training programs is directly underpinned by David McClelland's Achievement Motivation Theory. The game serves as a physical metaphor for goal-setting, demonstrating how individuals with high achievement motivation choose moderate, calculated challenges where their personal skills can directly influence the outcome.

**102.** (D) Creative thinking and problem-solving
An entrepreneur who focuses deeply on generating novel, innovative solutions to address existing market inefficiencies is demonstrating the core competency of creative thinking and problem-solving. This competency involves identifying unmet customer needs, designing unique value propositions, and adapting business models to overcome operational obstacles in dynamic market environments.

**103.** (B) Support Phase
The support phase of the entrepreneurship development cycle is designed to facilitate the practical establishment of new business ventures. During this phase, public and private agencies assist selected candidates with critical infrastructural inputs, including land allotment, power and water connections, raw material allocation, and securing necessary commercial bank loans.

**104.** (C) Regulatory/Political
Sudden shifts in national import-export policies, custom tariffs, and trade regulations are prime examples of regulatory and political

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**85.** (A) IV only
The Agri-Clinics and Agribusiness Centres scheme is a national initiative designed to strengthen agricultural extension services. It provides subsidized bank loans and training to agricultural graduates to establish rural agri-ventures. The scheme explicitly targets rural and semi-urban agricultural regions rather than urban areas, and is coordinated by the Hyderabad-based institute MANAGE.

**86.** (D) By utilizing social capital and peer pressure through group structures
Microfinance institutions minimize the risk of lending to low-income individuals without physical collateral by utilizing group-based lending models. By organizing borrowers into self-help groups or joint liability groups, the system leverages social capital, mutual trust, and peer pressure, which ensures high repayment rates and collective financial responsibility.

**87.** (B) High post-harvest losses and multiple intermediary markups
Agri-startups focusing on supply chain optimization target major inefficiencies within the traditional Indian agricultural marketing system. By introducing modern logistics, digital trading platforms, and direct farm-to-retail channels, they aim to significantly reduce high post-harvest losses and eliminate multiple intermediary markups, ensuring better pricing for both farmers and consumers.

**88.** (C) Promptly repaying internal loans taken from the shared SHG corpus
Under the Panchasutra principles for self-help groups, "regular timely repayment" specifically refers to the obligation of members to promptly repay the principal and interest on internal loans taken from the shared group corpus. This ensures the continuous rotation of funds, maintains internal liquidity, and builds trust within the group.

**89.** (D) Economies of scale in input procurement and output marketing
Farmer Producer Organisations are established to help small and marginal farmers overcome the constraints of small holding sizes. By aggregating their members, FPOs achieve economies of scale in bulk input procurement, such as seeds and fertilizers, and leverage collective bargaining power in output marketing, increasing farmer profitability.

**90.** (A) I, III, IV, II
The logical progression of the NABARD SHG-Bank Linkage Programme begins with mobilizing members for group formation and regular internal savings. Next, members initiate internal lending using their pooled corpus. This is followed by regular functioning and capacity building to ensure operational maturity, culminating in bank grading and credit linkage.

**91.** (B) FPOs combine cooperative values with corporate operational flexibility
The structural advantage of registering a Farmer Producer Organisation under the Companies Act lies in its unique hybrid model. This corporate framework successfully combines primary cooperative values, such as democratic control and member patronage, with the professional management, business efficiency, and operational flexibility of a modern joint-stock company.

**92.** (B) The Micro, Small and Medium Enterprises (MSME) sector
The Small Industries Development Bank of India operates as the principal financial institution for the promotion, financing, and development of the MSME sector in India. Its primary functional domain involves providing direct and indirect refinance options, equity capital, and credit support to micro, small, and medium businesses.

**93.** (A) Development of cooperative societies in rural areas
The National Cooperative Development Corporation is a statutory developmental finance institution that provides targeted financial and technical assistance to support the growth of cooperative societies in rural areas. It finances projects related to essential agricultural production, processing, storage, and marketing through cooperatives, thereby strengthening the overall rural cooperative business sector.

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**94.** (C) Joseph Schumpeter
The concept of creative destruction is a foundational cornerstone of the economic and entrepreneurial theory proposed by Joseph Schumpeter. He described entrepreneurship as a dynamic process where radical technological innovations introduced by entrepreneurs continuously dismantle and replace existing

**56.** (C) Providing modernization and expansion support to established units
The sustaining phase of the entrepreneurship development cycle focuses on ensuring the long-term survival, growth, and competitiveness of newly established business units. Key sustaining activities include providing ongoing management consultancy, facilitating technology modernization, helping access new marketing channels, and supporting product diversification to prevent business sickness and failure.

**57.** (D) Economic factors
Unstable macroeconomic conditions, such as high inflation rates, fluctuating currency values, high taxation, and high interest rates, are classified as economic environmental factors. These variables directly influence business operating costs, consumer purchasing power, and capital availability, significantly constraining or facilitating the overall growth and survival of new startup ventures.

**58.** (A) Women entrepreneurship challenges
The term "glass ceiling" refers to the invisible, unofficial barriers that prevent qualified individuals, particularly women, from advancing to senior management or leadership roles. In the context of business, it represents the socio-cultural, financial, and institutional obstacles that restrict women from accessing high-growth funding and scaling their entrepreneurial ventures.

**59.** (B) The main metric of success is personal wealth accumulation
Social entrepreneurship is defined by its primary focus on generating sustainable solutions to pressing social or environmental issues. Unlike traditional commercial ventures, where success is measured by financial profitability and personal wealth accumulation, a social enterprise measures success based on the tangible and measurable positive impact it creates within targeted vulnerable communities.

**60.** (A) Mobilization of farmers, Registration, Business planning, Resource mobilization
The standard, logical process for establishing a Farmer Producer Organisation begins with the mobilization of smallholder farmers to build awareness and trust. This is followed by legal registration under the appropriate act, systematic business planning to outline cooperative activities, and resource mobilization, including collecting equity share capital from members.

**61.** (A) Investment in plant and machinery and annual corporate turnover
Under the revised composite classification criteria in India, the Ministry of MSME defines micro, small, and medium enterprises based on two objective parameters. These parameters are the net investment in plant and machinery or equipment, and the total annual corporate turnover, ensuring a simplified, transparent, and unified classification framework.

**62.** (C) Passive, uninterrupted one-way lectures
Fostering core entrepreneurial competencies requires active, experiential learning methodologies that encourage participants to practice decision-making, risk assessment, and negotiation. Passive, uninterrupted one-way lectures are highly unsuitable for this training purpose as they limit active participation and fail to build practical, behavior-oriented skills or self-efficacy in aspiring founders.

**63.** (D) To transform agriculture into a commercially viable enterprise
The primary objective of promoting agripreneurship in rural India is to transform traditional, low-yield subsistence farming into a modern, commercially viable, and sustainable business enterprise. This is achieved by introducing innovative technologies, establishing robust value addition processes, and improving market linkages, thereby increasing rural incomes and creating local non-farm jobs.

**64.** (C) Unemployed agriculture graduates and agricultural diploma holders
The Agri-Clinics and Agribusiness Centres scheme is a specialized national initiative that primarily targets unemployed agriculture graduates, agricultural diploma holders, and graduates in allied fields. The scheme equips these individuals with specialized entrepreneurial skills to set up independent agri-ventures, supplementing public extension services and providing professional support to farmers.

**65.** (B) II and III
Microfinance was developed specifically to address the financial exclusion of low-income rural populations. By offering micro-credit and

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environmental factors. These policy actions are determined by government bodies and can instantly alter market competition, supply chain security, and input costs, requiring startups to rapidly adapt their business operations.

**105.** (C) II, III, I
The cooperative credit structure in India is organized in a three-tier logical framework. At the grassroots village level are the Primary Agricultural Credit Societies, which deal directly with farmers. These societies are federated at the district level under District Central Cooperative Banks, which are overseen by State Cooperative Banks.

**106.** (A) Difficulty in objectively measuring and quantifying social impact to attract funders
A major barrier hindering the growth and scaling of social entrepreneurship is the inherent difficulty in objectively measuring and quantifying social impact. Unlike commercial startups, which use clear financial metrics to attract investors, social ventures must demonstrate qualitative community improvements, which are harder to standardize and report to potential funders.

**107.** (B) Designing policies to promote and develop the MSME sector
The primary administrative role of the Ministry of Micro, Small and Medium Enterprises is to design, implement, and coordinate policies, schemes, and programs that promote the growth and development of the MSME sector. It aims to enhance competitiveness, facilitate credit access, and support technology upgrading for small business owners nationwide.

**108.** (B) Interpersonal skills and the overall influencing process
Role-playing is an active pedagogical technique used in training programs to simulate real-world business interactions. It is primarily utilized to enhance participants' interpersonal communication, negotiation capabilities, and overall influencing process, helping them learn how to effectively persuade partners, manage conflict, and build relationships with key business stakeholders.

**109.** (A) Deep-sea oil drilling
Agripreneurship encompasses business opportunities directly tied to agriculture and allied sectors, including bio-pesticide production, dairy processing, and seed marketing. Deep-sea oil drilling belongs to the heavy extractive energy industry, which is governed by entirely different industrial frameworks and resource constraints, making it completely irrelevant to agricultural entrepreneurship.

**110.** (C) NABARD
While the Hyderabad-based institute MANAGE is responsible for coordinating the training component of the Agri-Clinics and Agribusiness Centres scheme, the National Bank for Agriculture and Rural Development is the key institution responsible for implementing and releasing the financial credit-linked capital subsidy component to eligible trained agripreneurs directly.

**111.** (B) I, III and IV
Farmer Producer Organisations are corporate entities formed primarily by small, marginal primary producers to achieve economies of scale. Institutions like NABARD and the Small Farmers' Agribusiness Consortium serve as key promoters, providing essential capacity building and equity grant schemes to support FPO registration, business planning, and market integration.

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**112.** (C) The national SHG-Bank Linkage Programme
The microfinance sector in India experienced a major developmental milestone in 1992 when NABARD launched the national SHG-Bank Linkage Programme. This pioneering initiative successfully integrated informal, self-managed women's self-help groups with formal commercial banking channels, enabling millions of underserved rural households to access affordable, collateral-free institutional credit.

**113.** (B) Precision Agriculture and Agri-Tech
An agri-startup that develops IoT sensors, automated irrigation systems, or satellite-based soil moisture mapping tools is categorized under the precision agriculture and agri-tech sector. This field focuses on integrating modern digital technology, data analytics, and connectivity with farm operations to optimize resource efficiency, crop yields, and sustainable practices.

**114.** (D) Homogeneity of members in their baseline socio-economic background
A fundamental principle underlying the success and stability of a self-help group is the socio-economic homogeneity of its members. When

over critical distribution channels to make entry economically unviable. This lack of a level playing field stifles competition and prevents innovative startups from surviving.

**153.** (B) Charges affluent customers higher prices to subsidize products for low-income segments
The cross-compensation model is a sustainable business strategy utilized by social enterprises to achieve social equity. By charging premium prices to customers who have the financial capacity to pay, the enterprise generates surplus revenues. These profits are then directly used to subsidize or provide free essential products and services to marginalized, low-income communities.

**154.** (B) Women, SC, and ST entrepreneurs
The Stand-Up India scheme was launched by the government to promote entrepreneurship at the grassroots level, specifically focusing on economic empowerment and job creation. It mandates commercial banks to provide loans between ten lakh and one crore rupees to at least one female borrower and one Scheduled Caste or Scheduled Tribe borrower per bank branch.

**155.** (C) I, II, III, IV and V
At the national level, direct entrepreneurship training and capacity building are facilitated by a collaborative network of specialized agencies. These organizations include dedicated educational institutes, key government ministries, specialized commissions, and agricultural developmental banks. Together, they design training curricula, provide institutional funding, conduct skill development workshops, and support the growth of small enterprises across diverse sectors.

**156.** (C) The percentage of trained candidates who actively run their enterprises over a specific period
In the evaluation phase of an Entrepreneurship Development Programme, the retention rate serves as a vital metric of long-term success. It measures the actual proportion of trained individuals who successfully establish and continue to operate their business ventures over a defined post-training timeframe. This indicates the practical effectiveness and sustainability of the program.

**157.** (D) Contract farming
Contract farming is an agricultural production system carried out under a pre-harvest agreement between buyers and farmers. This arrangement establishes conditions for the production and marketing of farm products, typically specifying pricing, quality standards, and delivery quantities. It provides the farmer with guaranteed market access, price stability, and significantly reduced commercial risks.

**158.** (B) 45 to 60 days
The Agriclinics and Agribusiness Centres scheme requires selected agriculture graduates to undergo a mandatory residential training program lasting between forty-five and sixty days. This specialized training curriculum is designed to build entrepreneurship, business management, and technical skills. It prepares graduates to establish viable agribusiness ventures that deliver professional extension services directly to farmers.

**159.** (B) They charge extremely high interest rates and employ coercive recovery practices
Traditional informal moneylenders pose severe challenges to rural borrowers compared to institutional microfinance options. Due to a lack of regulatory oversight, they exploit vulnerable individuals by charging exorbitant interest rates that lead to debt traps. Additionally, they often utilize harsh, coercive recovery methods, creating severe social and psychological stress within marginalized rural communities.

**160.** (D) The rising demand for sustainable food systems and global climate change mitigation
Agri-startups specializing in alternative proteins and lab-grown meat are driven by pressing global environmental concerns. Conventional animal agriculture contributes significantly to greenhouse gas emissions, deforestation, and water consumption. Developing alternative food sources addresses the urgent need for eco-friendly, sustainable nutrition systems while mitigating climate change and reducing the ecological footprint of global food production.

**161.** (A) build group cohesion, peer discipline, and transaction transparency
Regular meetings are a foundational pillar of the Panchasutra guidelines for Self-Help Groups. These scheduled gatherings foster mutual trust and strong social bonds among members, reinforcing peer discipline and accountability. They also provide a transparent platform for discussing financial transactions, saving

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**124.** (B) Specialized behavioral training and conditioning programs
David McClelland's extensive research demonstrated that a high Need for Achievement is not an entirely fixed genetic trait; rather, it can be developed in adults through specialized behavioral training and psychological conditioning programs. These structured programs teach individuals how to set moderate goals, take personal responsibility, and utilize performance feedback.

**125.** (A) P-4, Q-2, R-1, S-3
Human motivation in organizations is shaped by distinct psychological drives. The Need for Achievement is the desire to excel and overcome challenges, while the Need for Power is the drive to influence others. The Need for Affiliation focuses on friendly relationships, whereas the Need for Autonomy represents the urge to work independently.

**126.** (C) Stress tolerance and influencing behaviors
A behavioral exercise that places participants in a collaborative, group problem-solving environment under strict time pressure is designed to assess stress tolerance and influencing behaviors. This simulation measures how effectively an individual communicates ideas, handles operational conflict, leads a team, and makes strategic decisions under demanding, resource-constrained business circumstances.

**127.** (D) Establishing quality control and facilitating product diversification
The sustaining phase of the entrepreneurship development cycle is aimed at securing the long-term survival and growth of established enterprises. Critical activities in this phase include establishing quality control systems, facilitating product diversification, supporting technological upgrading, and providing ongoing management consultancy to keep the business highly competitive and financially viable.

**128.** (C) Economic environment
The presence of a vibrant venture capital ecosystem, active angel investor networks, and accessible institutional bank credit represents a highly favorable economic environment. These financial infrastructure components ensure that early-stage startups can secure necessary capital, fund operations, and scale their businesses, directly driving regional entrepreneurial growth and innovation.

**129.** (B) Lack of access to affordable seed capital
A major economic barrier to entrepreneurship is the lack of access to affordable seed capital and early-stage financing. Without sufficient start-up capital, aspiring founders are unable to fund product development, secure initial inventory, or manage operational expenses, which prevents many promising business concepts from transitioning into viable market enterprises.

**130.** (A) Both A and R are true and R is the correct explanation of A.
Women entrepreneurship in India is often heavily concentrated within the micro-enterprise and informal sectors. This structural concentration occurs primarily because socio-cultural barriers, household expectations, and unequal property ownership laws restrict women's access to valuable collateral, making it extremely difficult to secure the large-scale bank financing required for heavy manufacturing.

**131.** (A) A social enterprise
An organization that reinvests all its operating profits directly back into its primary mission of providing clean drinking water to rural communities is a classic example of a social enterprise. Its operational model balances business sustainability with a dominant social purpose, prioritizing long-term community impact over personal corporate wealth maximization.

**132.** (C) Plan, promote, and assist rural and village industries
The primary mandate of the Khadi and Village Industries Commission is to plan, promote, facilitate, and assist in the development of khadi and village industries in rural areas. Working in coordination with other rural development agencies, KVIC designs programs to create sustainable, non-farm employment opportunities for rural artisans.

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**133.** (A) The actual rate of trainees successfully starting new enterprises
During the final evaluation phase of an Entrepreneurship Development Programme, the primary success metric assessed is the actual rate of trainees who successfully transitioned to starting and running new business ventures. This focus measures the training's practical

effectiveness in driving new enterprise creation and regional economic self-reliance.

**134.** (D) The integration of innovative and market-oriented business models
Agripreneurship is fundamentally distinguished from traditional subsistence farming by its strategic integration of innovative, market-oriented business models. While traditional farming focuses primarily on primary crop cultivation for family consumption, agripreneurship applies business principles, technology, value addition, and modern supply chain logistics to maximize profitability and market competitiveness.

**135.** (B) I and II
The National Institute of Agricultural Extension Management, situated in Hyderabad, is a premier national organization. It serves as the nodal coordinating agency responsible for overseeing the specialized training component of the Agri-Clinics and Agribusiness Centres scheme, working to build capacity among agricultural graduates rather than regulating telecom services.

**136.** (C) It substitutes physical collateral with group-based social collateral
A major advantage of the Joint Liability Group model in microfinance is its ability to substitute traditional physical collateral with group-based social collateral. Because group members are mutually responsible for loan repayment, peer pressure and collective trust ensure high repayment rates, allowing low-income individuals to access essential rural credit services.

**137.** (D) Mentorship, networking, and access to testing laboratories
Agri-startup incubators provide critical support to early-stage ventures during their development. Their primary services include expert professional mentorship, access to specialized scientific testing laboratories and equipment, business development training, administrative support, and networking opportunities to connect founders with potential industry partners, early customers, and venture capital investors.

**138.** (A) Eligibility for credit based on organizational discipline and health
Under the NABARD linkage program, grading a self-help group serves as an objective assessment of its creditworthiness. The grading process evaluates key parameters of organizational health, including meeting regularity, savings discipline, internal loan recovery rates, and accurate book-keeping, determining the group's eligibility to receive formal bank credit.

**139.** (B) To mobilize farmers, register the FPO, and build business capacities
In the development of Farmer Producer Organisations, the promoting institution plays a vital facilitating role. Supported by SFAC or NABARD, these institutions work at the grassroots level to mobilize local farmers, guide them through the legal registration process, and build their capacities in business management, governance, and cooperative marketing.

**140.** (A) P-3, Q-4, R-1, S-2
Cooperative societies operate on globally recognized principles. Voluntary and open membership ensures access without discrimination. Democratic member control establishes equal voting rights. Member economic participation dictates that all members contribute equitably to the cooperative's capital, while autonomy and independence ensure that these organizations remain self-help groups controlled by their members.

**141.** (A) Ministry of Cooperation
The National Cooperative Development Corporation is a statutory developmental finance institution that operates under the administrative control of the Ministry of Cooperation in India. This administrative structure ensures that NCDC's financial programs, policies, and cooperative development initiatives align directly with the national agenda of strengthening the cooperative movement.

**142.** (C) Jean-Baptiste Say
Jean-Baptiste Say, a classic nineteenth-century French economist, is associated with the view of the entrepreneur as a "captain of industry" or coordinator. He emphasized that the entrepreneur's essential role is to combine and organize the factors of production—land, labor, and capital—to create economic value and shift resources into productivity.

**143.** (D) An independent entrepreneur always bears more personal financial risk
The risk profiles of independent entrepreneurs and intrapreneurs differ significantly. While

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intrapreneurs innovate within established corporations utilizing corporate funding and resources, they do not bear personal financial liability for project failure. In contrast, independent entrepreneurs must secure their own capital and always bear the primary personal financial risk of their venture.

**144.** (C) Hard work, frugality, and systematic capital reinvestment
In Max Weber's sociological theory, the Protestant work ethic acted as a powerful psychological stimulator for modern entrepreneurship. It did so by promoting a set of religious values that emphasized relentless hard work, strict personal frugality, and the systematic reinvestment of accumulated profits back into business enterprises, driving rapid capital accumulation.

**145.** (B) III and IV
Within Clarence Danhof's classification of entrepreneurs, Fabian and drone entrepreneurs are identified as those who are generally resistant to change. Fabian entrepreneurs are highly cautious, adopting proven innovations only when forced by market survival, while drone entrepreneurs completely refuse to adopt any technological changes, even when facing severe business losses.

**146.** (D) Active persuasion and networking
Under the competency framework defined by the Entrepreneurship Development Institute of India, negotiating effectively to secure external financing is a clear demonstration of active persuasion and networking. This competency involves an entrepreneur's capability to build relationships, influence key stakeholders, and present compelling arguments to obtain critical resources for their venture.

**147.** (A) The founder may resist delegating authority and building a management team
A strong Need for Autonomy can sometimes hinder business growth during the scaling phase. Because the founder has a powerful drive to maintain complete personal control over all decisions, they may actively resist delegating authority, establishing corporate governance structures, and building a professional management team, which restricts overall organizational development.

**148.** (C) They are highly motivated by pure games of chance.
According to David McClelland, individuals with a high Need for Achievement are characterized by a preference for situations where they can take personal responsibility and influence outcomes. Consequently, they are not motivated by pure games of chance, where success depends entirely on luck rather than on their own skills and effort.

**149.** (A) Adjust their goals based on performance feedback to optimize overall success
During behavioral simulation exercises designed to develop goal-setting behavior, participants are evaluated on their ability to analyze performance feedback. High-achieving individuals use this feedback to adjust their goals dynamically, ensuring their targets remain challenging yet realistic, which optimizes overall success rather than selecting impossibly high or safely low risks.

**150.** (D) Convince key stakeholders to support their corporate business vision
Experiential exercises focused on the "influencing process" are vital for aspiring entrepreneurs because they build critical persuasion and negotiation skills. Entrepreneurs must continuously convince diverse stakeholders, including commercial bank lenders, venture capitalists, suppliers, and potential customers, to support their business vision and provide the necessary resources for growth.

**151.** (D) Assisting trained entrepreneurs with loans, licenses, and infrastructure
The Support Phase of an Entrepreneurship Development Programme focuses on nurturing trained individuals to establish their business ventures successfully. This critical stage involves facilitating necessary financial assistance, helping secure regulatory licenses, providing physical infrastructure, and delivering continuous managerial guidance. It ensures that the conceptual training received is effectively translated into operational and sustainable business enterprises.

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**152.** (A) Dominant firms create barriers through predatory pricing and resource control
A highly monopolistic market structure deters new entrepreneurial entrants by allowing dominant firms to exercise immense market power. These established players use strategies like predatory pricing, exclusive supply agreements, and control

members share similar economic backgrounds and challenges, it fosters mutual trust, facilitates democratic decision-making, ensures equitable savings contributions, and minimizes internal conflicts regarding loan distribution and group governance.

**115.** (A) Both A and R are true and R is the correct explanation of A.
Farmer Producer Organisations registered under the Companies Act are legally permitted to declare and distribute dividends to their member-patrons. This corporate structure is highly beneficial because it allows profits to be shared equitably based on shareholding and patronage, which incentivizes primary farmers to actively trade and invest in their cooperative enterprise.

**116.** (C) Invest in member and public education to support cooperative growth
The Rochdale principle of "Education, Training, and Information" dictates that cooperatives must actively provide education and training for their members, elected representatives, managers, and employees. This ensures they can contribute effectively to the development of their cooperatives, while also informing the general public about the nature and benefits of cooperation.

**117.** (A) SIDBI focuses specifically on promoting and developing the MSME sector
Unlike standard retail commercial banks that cater directly to individual consumers for personal and home finance, the Small Industries Development Bank of India operates as an apex development finance institution. SIDBI's specialized mandate focuses exclusively on facilitating credit flow, refinancing, and capacity building to promote and develop the MSME sector.

**118.** (D) Richard Cantillon
Richard Cantillon, an Irish-French economist of the early eighteenth century, first introduced the economic definition of the entrepreneur. He characterized the entrepreneur as a risk-bearing agent who purchases factors of production at known, fixed prices to assemble and resell them at uncertain future prices, identifying risk-taking as their defining role.

**119.** (B) Their ability to execute plans, maintain stability, and hit targets
A traditional manager's performance is typically evaluated based on their operational efficiency and administrative capability. Unlike entrepreneurs, who are measured by innovation and venture creation, managers are judged on their ability to execute corporate plans, maintain structural stability, manage human resources, and consistently meet defined organizational targets.

**120.** (C) I, II, III, IV, and V
Classic theories of entrepreneurship offer distinct, complementary perspectives. Hagen emphasized status withdrawal as a primary psychological trigger, while Weber linked development to the Protestant work ethic. McClelland focused on achievement motivation, Schumpeter positioned innovation as the core driving force, and Say defined the entrepreneur as a coordinator of production.

**121.** (D) An innovating entrepreneur
In Clarence Danhof's typology, an entrepreneur who successfully introduces a brand-new digital payment system into a rural market previously reliant on cash is classified as an innovating entrepreneur. This individual actively introduces a disruptive technology, creates a new market dynamic, and bears the initial operational risks of implementing the innovation.

**122.** (A) Systematic Planning
The entrepreneurial competency of systematic planning involves an individual's capability to break down complex tasks into manageable sub-goals, allocate resources efficiently, and anticipate potential market obstacles to prepare effective contingency plans. This logical, structured approach minimizes operational risks and helps founders navigate dynamic, highly unpredictable business environments.

**123.** (B) Need for Affiliation
Under David McClelland's motivational theory, the Need for Affiliation is defined as the psychological drive to establish, maintain, or restore friendly, warm, and supportive interpersonal relationships. Individuals with high affiliation motivation prioritize cooperative work environments, group harmony, social acceptance, and positive open communication over personal power or competitive achievements.

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contributions, and internal loan disbursements, ensuring democratic governance and group solidarity.

**162.** (C) By blending cooperative principles with the flexibility of a private company
The regulatory framework under the Companies Act enables the structured governance of Farmer Producer Organisations by integrating the democratic values of cooperatives with the operational efficiency of private limited companies. This hybrid legal structure allows smallholders to pool resources, access modern technology, secure credit, and engage in professional market transactions while maintaining equal voting power.

**163.** (A) Work for sustainable community development through member-approved policies
The Rochdale principle emphasizing concern for community directs cooperative societies to focus on the sustainable development of their local areas. While satisfying member needs, cooperatives must implement social, environmental, and economic policies approved by their membership. This ensures that business operations contribute positively to the overall well-being, ecological health, and long-term prosperity of the surrounding society.

**164.** (D) It operates a Fund of Funds to provide indirect equity support to startups via venture capital
The Small Industries Development Bank of India plays a pivotal role in the entrepreneurial ecosystem by managing specialized financial mechanisms like the Fund of Funds. Instead of investing directly in startups, this program allocates capital to registered venture funds. These funds then invest equity into promising early-stage companies, catalyzing private investment and supporting business growth.

**165.** (A) Both A and R are true and R is the correct explanation of A.
Rapidly scaling a microfinance institution introduces significant operational risks, primarily due to the potential dilution of core methodology. When expansion is rushed, staff may bypass thorough group verification and training protocols. This undermines the peer pressure and mutual trust inherent in the Joint Liability Group framework, resulting in weakened borrower discipline and increased loan defaults.

**166.** (C) Jean-Baptiste Say
Jean-Baptiste Say was a pioneering classical economist who distinguished the role of the entrepreneur from that of the capitalist. He defined the entrepreneur as an organizer who directs, coordinates, and shifts economic resources from areas of lower productivity and yield into areas of higher productivity, thereby creating new value and driving industrial progress.

**167.** (D) The corporate entity employing the intrapreneur
An intrapreneur operates within an established corporate framework, utilizing the company's financial capital, physical infrastructure, research facilities, and brand reputation to innovate. Consequently, standard employment contracts dictate that any intellectual property rights, patents, or innovative designs generated during this employment belong to the hiring corporate entity, rather than the individual creator.

**168.** (A) Channeling their efforts into entrepreneurial ventures to regain prestige
Everett Hagen's socio-psychological theory of social change posits that when a traditional community experiences a withdrawal of status respect, it triggers personality shifts. Over generations, this status loss leads to retreatism, followed by reform. Ultimately, creative individuals channel their frustration and energy into innovative economic and entrepreneurial activities to reclaim their lost social prestige and dignity.

**169.** (B) Imitative entrepreneurs lead cutting-edge research in advanced nations
Clarence Danhof classified entrepreneurs into four categories based on their behavior and context. Under this classification, innovating entrepreneurs are those who introduce new technologies and conduct cutting-edge research. In contrast, imitative entrepreneurs do not lead primary research; instead, they adopt and adapt successful innovations pioneered by others, playing a vital role in developing economies.

**170.** (A) I and II
The entrepreneurial competency framework developed by the Entrepreneurship Development Institute of India highlights specific behavioral traits that drive success. Traits like taking initiative to seize opportunities and systematic problem-solving are recognized as core positive competencies. Conversely, risk avoidance is not

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an entrepreneurial competency, as entrepreneurs must be willing to take calculated risks to succeed.

**171.** (A) When managing a growing workforce that requires clear direction and leadership
According to David McClelland's motivational theory, a high Need for Power is essential for managers and leaders. For an entrepreneur, this psychological drive becomes highly critical during the organizational growth stage. As the workforce expands, the founder must direct, influence, and lead employees effectively, establishing structural authority and motivating teams to align with corporate goals.

**172.** (C) Kakinada
David McClelland's famous field experiment testing Achievement Motivation Training was conducted in the industrial town of Kakinada, located in Andhra Pradesh, India. This landmark study demonstrated that structured behavioral training could successfully cultivate a high need for achievement in local businessmen, subsequently accelerating local business expansions, investments, and regional economic development.

**173.** (D) Self-efficacy
Self-efficacy refers to an individual's subjective belief in their cognitive and behavioral capabilities to successfully execute specific tasks and achieve desired goals. In entrepreneurship training, enhancing self-efficacy is a key objective of behavioral exercises, as it directly influences a person's motivation, goal selection, persistence, and resilience when confronting difficult market challenges.

**174.** (C) Practical communication, persuasion, and negotiation tactics
Behavioral exercises targeting the influencing process focus on developing an entrepreneur's interpersonal skills. Because running a business requires constant interaction with diverse stakeholders, founders must master practical communication, persuasion, and negotiation tactics. Strengthening these abilities enables them to build strategic partnerships, secure investment capital, resolve conflicts, and effectively lead organizational teams.

**175.** (A) P-2, Q-3, R-4, S-1
The Entrepreneurship Development cycle comprises structured phases that support candidates systematically. Pre-training involves curriculum design and participant selection. The stimulatory phase focuses on awareness and education to generate interest. The support phase assists with actual resource mobilization, including loans and licensing. Finally, the sustaining phase provides long-term assistance, such as loan deferments and modernization.

**176.** (D) Infrastructural environment
The establishment of industrial estates and specialized economic zones directly enhances the infrastructural environment of a region. These dedicated zones provide vital physical utilities, including reliable power supply, high-speed telecommunications, robust transport networks, and waste management systems. Such structured facilities significantly lower setup barriers and operational costs for emerging entrepreneurial ventures.

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**177.** (A) Regulatory/Legal barrier
Complex, rigid, and redundant labor regulations represent a significant regulatory and legal barrier for small business owners. When compliance costs and administrative burdens escalate with workforce expansion, entrepreneurs are often discouraged from hiring additional employees. This structural impediment limits organizational growth, keeping enterprises artificially small and hindering overall employment generation.

**178.** (A) Investment up to Rs. 1 crore and turnover up to Rs. 5 crore
Under the revised MSME classification framework implemented in India, enterprises are categorized using composite criteria of investment and annual turnover. A micro-enterprise is formally defined as an entity where the investment in plant and machinery or equipment does not exceed one crore rupees, and its total annual turnover does not exceed five crore rupees.

**179.** (A) Create scalable models to sustainably alter inequitable social systems
Social entrepreneurs function as catalysts for social change by identifying deeply entrenched systemic failures and creating innovative, self-sustaining business models to address them. Unlike traditional charities, they focus on long-term sustainability and scalability. Their primary objective is to transform inequitable social structures, empower marginalized groups, and deliver measurable, positive societal impact.

**180.** (A) I, II and IV
The National Institute for Entrepreneurship and Small Business Development is a premier national organization functioning under the Ministry of Skill Development and Entrepreneurship. Its core responsibilities include standardizing training curricula, conducting research, and coordinating entrepreneurship development activities. It does not engage in manufacturing products like khadi, which is the domain of other specialized commissions.

**181.** (B) It creates false expectations and high venture failure rates when support is neglected
A poorly designed Entrepreneurship Development Programme can have severe negative consequences if it lacks comprehensive follow-up. While it may succeed in motivating participants initially, neglecting post-training support, financial mentoring, and regulatory guidance often leads to unrealistic expectations. This mismatch can result in high startup failure rates, causing financial loss and psychological distress.

**182.** (C) Shifting agricultural focus from raw materials to processed, high-value exports
Agripreneurship plays a transformative role in the economy by shifting the agricultural sector from low-margin primary production to high-value processing and agribusiness. By establishing food processing units, implementing cold chain logistics, and promoting branded exports, agripreneurs enhance crop shelf life, reduce post-harvest waste, increase rural incomes, and boost national export revenues.

**183.** (D) A specialized soil testing laboratory and agricultural consultancy
The Agriclinics and Agribusiness Centres scheme is designed to support entrepreneurship in the agricultural sector by providing subsidies for specialized technical ventures. Eligible projects include soil testing laboratories, crop protection services, veterinary clinics, and custom hiring centers. These ventures deliver professional extension support to local farming communities, making them highly eligible for government financial subsidies.

**184.** (A) Bangladesh
The Grameen Bank model, which pioneered the modern microfinance movement, was established in Bangladesh by Nobel laureate Muhammad Yunus. This revolutionary banking system introduced peer-group lending and joint liability, successfully demonstrating that the unbanked poor, particularly women, are highly creditworthy and can be empowered through tiny, collateral-free loans to escape poverty.

**185.** (A) Both A and R are true and R is the correct explanation of A.
Early-stage agri-startups benefit immensely from sector-specific incubation centers due to the unique, biology-driven challenges of agriculture. Unlike generic business incubators, agricultural incubators provide essential specialized infrastructure, including testing laboratories, greenhouses, and trial farm fields. They also offer crucial mentorship from agricultural scientists, helping founders validate technical innovations and scale operations safely.

**186.** (B) Access small, immediate emergency loans from the group's pooled savings
Internal lending is a critical financial mechanism practiced within Self-Help Groups as part of the Panchasutra guidelines. By pooling their regular individual savings, group members create a common fund. This internal capital is then used to disburse small, immediate, and low-interest loans to members facing urgent personal, medical, or minor agricultural emergency expenses.

**187.** (A) It combines professional corporate management with cooperative owner benefits
A Farmer Producer Organisation possesses a unique operational advantage by blending the democratic principles of a cooperative with the institutional structure of a private company. This hybrid model allows small farmers to retain ownership and equal voting rights while enabling the organization to hire professional management, secure commercial credit, and compete efficiently in modern markets.

**188.** (C) Return on share capital is strictly limited
The Rochdale principles, which laid the foundation for modern cooperative movements, dictate that cooperatives must prioritize member service over profit maximization. Consequently, any return paid on member share capital is kept strictly limited. This prevents speculative investment and ensures that the financial benefits generated by the cooperative are distributed equitably based on active participation.

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**189.** (D) State Cooperative Banks and Regional Rural Banks (RRBs)
The National Bank for Agriculture and Rural Development acts as the apex refinancing institution for rural credit in India. To support agricultural and rural development, it provides vital refinance facilities to State Cooperative Banks, Regional Rural Banks, and other eligible financial institutions. This ensures a steady flow of affordable credit to farmers, artisans, and rural enterprises.

**190.** (B) Both A and R are true but R is not the correct explanation of A.
Traditional managers and entrepreneurs operate under distinct behavioral paradigms. Managers typically focus on administrative efficiency, optimization, and maintaining organizational stability within existing structures. Conversely, entrepreneurs are characterized by their drive to innovate, take calculated risks, and disrupt the market equilibrium. While both descriptions are accurate, they reflect separate, distinct operational roles and mindsets.

**191.** (B) Retaining an obsolete manufacturing process
Joseph Schumpeter's theory of economic development defines innovation as the commercialization of new combinations that disrupt market equilibrium. He identified five types of innovation: new products, new production methods, new markets, new supply sources, and new organizational structures. Retaining an obsolete, unchanged manufacturing process represents static management rather than dynamic, disruptive entrepreneurial innovation.

**192.** (D) Socio-psychological reactions to a perceived loss of social prestige
Everett Hagen's socio-psychological theory posits that entrepreneurship is largely driven by a community's reaction to status withdrawal. When a distinct social group experiences a perceived loss of traditional social prestige or respect from dominant groups, it triggers deep psychological changes over generations. This resentment eventually drives creative individuals to pursue entrepreneurial paths to regain social status.

**193.** (A) Extreme caution and skepticism
Under Clarence Danhof's classification of entrepreneurs, Fabian entrepreneurs are defined by their extreme caution, inertia, and skepticism. They are highly reluctant to adopt new technologies or make structural changes in their business operations. They only introduce modifications when faced with an absolute threat to their economic survival or when a practice becomes universally accepted.

**194.** (C) Initiative
In the competency framework formulated by the Entrepreneurship Development Institute of India, taking initiative is defined as an entrepreneur's proactive behavior. It involves taking actions that go beyond job requirements or immediate situational demands. This competency drives individuals to seek out new business opportunities, act before being forced by events, and pioneer innovative solutions.

**195.** (A) P-2, Q-4, R-1, S-3
Different behavioral exercises are designed to cultivate specific competencies in aspiring entrepreneurs. The Ring Toss game targets goal setting and calculated risk-taking. Role-playing develops interpersonal influence and negotiation skills. Group brainstorming exercises stimulate collective creativity and problem-solving. Finally, simulation mapping builds systems thinking, helping participants understand complex planning and operational structures.

**196.** (D) They struggle to make tough decisions that could hurt personal relationships
According to motivational theory, individuals with a high Need for Affiliation prioritize maintaining warm, harmonious personal relationships. This psychological trait can hinder a solo entrepreneur, as business management frequently demands tough decisions, such as terminating low-performing staff, negotiating hard contracts, or enforcing strict performance standards, which may cause interpersonal conflict.

**197.** (B) Accelerated economic development and high regional entrepreneurial success rates
David McClelland's extensive research established that a strong achievement motive is highly correlated with successful entrepreneurial behavior. Individuals driven by a high need for achievement excel at setting moderate risks, taking personal responsibility, and seeking continuous feedback. On a macroeconomic scale, societies with a high concentration of such individuals experience rapid economic growth.

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**198.** (C) Training completion and successful enterprise establishment phases
The Support Phase of the Entrepreneurship Development cycle serves as a critical bridge connecting the completion of training with actual business establishment. During this phase, trainees transition from theoretical learning to practical implementation. Developmental agencies provide active assistance in securing bank loans, obtaining licenses, renting physical workspaces, and navigating bureaucratic procedures.

**199.** (D) A culture stigmatizing business failure while prioritizing secure government jobs
Socio-cultural factors heavily influence entrepreneurial aspirations within traditional societies. A cultural environment that highly stigmatizes business failure creates immense psychological barriers and fear of taking risks. When combined with a strong societal preference for highly secure, traditional government jobs, this atmosphere discourages young individuals from pursuing independent, innovative business ventures.

**200.** (B) III only
Women entrepreneurs face major socio-economic hurdles, including intense dual-role conflicts between business and family responsibilities, along with difficulty securing bank loans due to collateral constraints. The assertion that marketing and distribution networks are globally welcoming and bias-free is incorrect, as women frequently encounter gender bias, stereotyping, and exclusion within traditional business environments.

**201.** (B) The quantifiable social return on investment and societal impact generated
Unlike traditional commercial businesses that measure success primarily through financial profitability and stock market value, social entrepreneurship ventures prioritize social change. Their primary success metric is the social return on investment, which quantifies the positive, sustainable, and scalable impact the venture has achieved in addressing societal challenges, environmental issues, or poverty.

**202.** (B) It generates vast employment opportunities at relatively low capital costs
The micro, small, and medium enterprises sector is recognized as the engine of growth for developing economies because of its labor-intensive nature. It generates extensive employment opportunities across urban and rural regions at a fraction of the capital investment required by large industries, facilitating equitable income distribution and inclusive economic development.

**203.** (A) Active behavioral simulations and targeted achievement motivation training programs
To shift an individual's psychological locus of control from external to internal, passive learning is insufficient. Active behavioral simulations, role-playing, and targeted achievement motivation training are highly effective. These experiential methods encourage participants to take personal responsibility for outcomes, set calculated goals, and realize that their own actions determine their business success.

**204.** (C) Processing raw tomatoes into branded ketchup to extend shelf life and margins
Value addition in agriculture involves converting raw, primary commodities into processed, refined products that command higher market prices. Transforming raw, perishable tomatoes into packaged, branded tomato ketchup is a classic example. This process extends the product's shelf life, minimizes post-harvest spoilage, establishes brand identity, and captures significantly higher profit margins for the enterprise.

**205.** (D) Unemployed agricultural graduates and trained allied professionals
The Agriclinics and Agribusiness Centres scheme was launched specifically to tap into the potential of unemployed agricultural graduates and trained professionals in allied sectors. By offering specialized entrepreneurship training and financial subsidies, the scheme encourages these qualified individuals to set up private agribusinesses, thereby creating self-employment opportunities and delivering expert extension services.

**206.** (C) The group's consistent internal savings and meeting discipline over time
In microfinance, particularly when assessing a Joint Liability Group or Self-Help Group, traditional tangible collateral is absent. Instead, financial institutions evaluate creditworthiness based on social collateral. This is measured by the group's internal discipline, including regular savings contributions, prompt loan repayments,

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crop protection services to the surrounding community.

**279.** (D) Strong community social capital and mutual group peer pressure
Microfinance institutions lending to Self-Help Groups substitute traditional, physical asset collateral with social collateral. This social collateral is built on strong community social capital and mutual peer pressure among group members. Because all members share liability for repayment, peer monitoring ensures that funds are used productively and repayments are made on schedule.

**280.** (A) Agricultural cycles rely on biology and weather, extending product validation timelines
Agri-startups face unique challenges compared to standard technology startups due to their reliance on natural systems. Agricultural product development is governed by biological growth cycles and changing weather patterns. Consequently, validating new technologies, testing crop yields, and demonstrating product efficacy require multiple cropping seasons, extending development timelines and requiring patient investment capital.

**281.** (B) 10 to 20
A typical Self-Help Group consists of ten to twenty members, primarily women from similar socio-economic backgrounds. This group size is ideal because it is large enough to pool meaningful regular savings, yet small enough to foster close personal relationships, maintain democratic decision-making, and ensure effective peer monitoring and joint liability for internal lending.

**282.** (B) One vote per member, following cooperative democratic control principles
To protect democratic governance, the Companies Act mandates that Farmer Producer Organisations structure their voting rights based on membership rather than capital contribution. Each farmer member possesses exactly one vote, regardless of the number of shares they hold or their landholding size. This ensures that the organization is controlled democratically by primary producers.

**283.** (A) Consumer cooperative society
The Rochdale Pioneers are recognized for establishing the first successful consumer cooperative society in Rochdale, England, in eighteen forty-four. By opening a cooperative store that sold clean, unadulterated foodstuffs at fair prices, they demonstrated the viability of cooperative retail, establishing the guiding principles that govern cooperative organizations globally today.

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**284.** (C) National Bank for Agriculture and Rural Development (NABARD)
The National Bank for Agriculture and Rural Development is the apex regulatory body responsible for supervising cooperative banks and regional rural banks in India. NABARD ensures financial discipline and institutional health within these rural credit networks through regular inspections, policy formulation, and developmental support, strengthening the overall rural credit delivery system.

**285.** (D) Provide financial backing expecting returns without active operational management
The economic function of a capitalist differs fundamentally from that of an entrepreneur. While the entrepreneur undertakes the active responsibility of organizing, managing, and introducing innovations, the capitalist focuses primarily on resource allocation. The capitalist provides the necessary financial capital to fund the venture, expecting monetary returns without engaging in daily operational management.

**286.** (C) Creative destruction
Joseph Schumpeter's theory of economic development posits that entrepreneurship drives growth through the process of creative destruction. In this dynamic model, innovators introduce new products, technologies, or industrial processes that continuously disrupt the existing market equilibrium, making older, obsolete businesses and methods redundant while establishing more productive and advanced economic structures.

**287.** (B) Drone entrepreneur
Under Clarence Danhof's classification, drone entrepreneurs represent a significant risk to traditional industries due to their resistance to change. They refuse to adopt modern, efficient production methods or update obsolete workflows, even when faced with financial losses. This persistent stagnation can cause entire traditional sectors to decline when confronted with innovative competitors.

**216.** (A) Blind obedience to authority
The Entrepreneurship Development Institute of India has identified key behavioral competencies essential for successful business ventures. These include characteristics like active information seeking, high self-confidence, and a strong concern for quality work. Blind obedience to authority is not an entrepreneurial competency, as entrepreneurs must think independently, challenge traditional norms, and take creative risks.

**217.** (B) Dictatorial control that stifles team initiative and innovation
In motivational theory, a high Need for Power can have negative consequences if it manifests as personal power rather than institutional power. If an entrepreneur exercises dictatorial control, micro-manages employees, and refuses to delegate authority, it creates a hostile climate. This behavior stifles worker initiative, suppresses innovative ideas, and hinders organizational adaptability.

**218.** (B) Need for Achievement
Within David McClelland's motivational framework, individuals with a high Need for Achievement are characterized by a strong internal drive to excel. They prefer tasks of moderate difficulty, take personal responsibility for outcomes, and actively seek continuous, objective feedback on their performance. This feedback is utilized to constantly refine their methods and improve efficiency.

**219.** (A) Albert Bandura
The psychological concept of self-efficacy was developed and popularized by Albert Bandura through his social cognitive theory. Bandura defined it as an individual's belief in their ability to organize and execute courses of action to manage prospective situations. This concept remains highly central in understanding entrepreneurial motivation, persistence, and resilience.

**220.** (A) II, I, III, IV
A structured behavioral exercise aimed at problem-solving follows a systematic, logical sequence. The process begins with identifying and clearly defining the core problem. Next, participants generate multiple alternative solutions through brainstorming. This is followed by selecting and implementing the single best solution, and concludes with evaluating the outcomes of the implementation.

**221.** (D) Organizing promotional awareness campaigns in local colleges
The Stimulatory Phase of an entrepreneurship development cycle focuses on generating interest and preparing the ground for prospective entrepreneurs. Organizing promotional awareness campaigns in local educational institutions and colleges is a fundamental activity during this stage. It helps identify individuals with latent entrepreneurial interest and motivates them to consider self-employment as a career.

**222.** (C) A highly dynamic and volatile external environmental factor
Rapid technological obsolescence represents a highly dynamic and volatile external environmental factor for technology startups. Because innovations emerge rapidly, product lifecycles are dramatically shortened. This forces tech entrepreneurs to continuously monitor market trends, invest heavily in research and development, and adapt their business models quickly to avoid becoming obsolete in a competitive landscape.

**223.** (B) Strong preference for traditional occupations and high risk aversion
In rural areas, the most common social barriers to entrepreneurship are rooted in traditional social structures. These societies often exhibit a strong preference for secure, conventional agricultural or government occupations and demonstrate high risk aversion. The fear of social stigma associated with business failure deters creative individuals from launching innovative, independent commercial ventures.

**224.** (D) Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE)
The Credit Guarantee Fund Trust for Micro and Small Enterprises is a policy initiative designed to address collateral requirements, which represent a major barrier for women entrepreneurs. By providing credit guarantees to financial institutions, the trust enables women and small business owners to secure formal bank loans without presenting physical collateral, promoting financial inclusion.

**225.** (A) To legally protect their dual mission of social impact and profit from shareholder pressure
Social entrepreneurs utilize hybrid legal frameworks and B-Corp certifications to protect their double or triple bottom line. Traditional

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and consistent attendance at group meetings over a specified period.

**207.** (B) Joining incubation programs that offer pilot testing farms and expert validation
Agri-startups introducing unproven agricultural technologies face substantial commercial and operational risks. To mitigate these uncertainties, founders can join specialized agricultural incubation programs. These programs provide invaluable access to pilot testing farms, scientific laboratories, and expert research mentors, allowing startups to validate, refine, and prove their technology before full-scale commercial launch.

**208.** (D) Sustained transaction transparency, member trust, and eligibility for bank linkage
Regular and proper bookkeeping is a critical discipline mandated by the Panchasutra guidelines for Self-Help Groups. Maintaining accurate, up-to-date financial ledgers ensures complete transparency in all savings, internal loan disbursements, and repayments. This transparency builds strong trust among members and serves as essential documentation required by formal banks to approve credit linkage.

**209.** (A) Small Farmers' Agribusiness Consortium
The acronym SFAC stands for the Small Farmers' Agribusiness Consortium. Established as a specialized society, SFAC plays a central role in promoting and supporting the creation of Farmer Producer Organisations. It facilitates agribusiness development by providing venture capital assistance, credit guarantee cover, and capacity-building resources to empower smallholders across the country.

**210.** (A) PACS → DCCB → SCB → NABARD
The rural cooperative banking structure in India is organized in a clear, hierarchical tier system. At the village level are Primary Agricultural Credit Societies, which interact directly with farmers. These are supported at the district level by District Central Cooperative Banks, followed by State Cooperative Banks, with NABARD functioning as the apex refinancing institution.

**211.** (A) National Cooperative Development Corporation (NCDC)
The National Cooperative Development Corporation is a statutory organization functioning directly under the Ministry of Cooperation. Its primary mandate is to plan, promote, and finance programs for cooperative societies. This includes organizing the production, processing, marketing, storage, and export of agricultural produce through cooperative networks, boosting rural economic development.

**212.** (D) Purchasing assets at a known price to resell them at an unknown future price
Richard Cantillon, one of the earliest theorists of entrepreneurship, highlighted the economic function of arbitrage in his analysis. He defined the entrepreneur as a risk-bearer who purchases goods, agricultural produce, or labor services at a known, fixed price in the present, to resell them at an unknown, highly uncertain price in the future.

**213.** (B) The organizational context and ownership of operational risk and reward
The fundamental difference between an entrepreneur and an intrapreneur lies in their organizational context. An entrepreneur takes the initiative to establish an independent business, bearing full financial risk and retaining all rewards. Conversely, an intrapreneur acts as an innovative employee within an existing corporation, utilizing company resources and bearing minimal personal financial risk.

**214.** (C) The disciplined, ascetic work ethic embedded within historical Protestantism
Max Weber's sociological theory links the rise of modern industrial capitalism to religious beliefs, specifically historical Protestantism. He argued that the Protestant ethic, characterized by self-discipline, hard work, thriftiness, and a belief in a secular calling, provided the psychological drive that encouraged capital accumulation, systematic reinvestment, and organized entrepreneurial activity in Western societies.

**215.** (D) Developing economies focused on rapidly adopting and adapting proven technologies
In Clarence Danhof's classification, imitative or adoptive entrepreneurs are highly characteristic of and beneficial to developing economies. Since these nations often face capital constraints and lack extensive primary research infrastructure, imitative entrepreneurs drive rapid modernization by adopting, adapting, and localizing proven technologies and successful business models pioneered in advanced countries.

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century. Faced with harsh working conditions and expensive, low-quality goods, they designed a set of operational guidelines. These became the Rochdale Principles, forming the foundation of the modern global cooperative movement, emphasizing democratic control and equity.

**235.** (A) Small Industries Development Bank of India (SIDBI)
The Small Industries Development Bank of India serves as the principal financial institution for coordinating and implementing developmental programs. Under schemes like the Pradhan Mantri Mudra Yojana, SIDBI channelizes refinancing assistance through commercial banks, regional rural banks, and microfinance institutions, enabling them to disburse affordable credit to micro-enterprises.

**236.** (C) Disrupting economic market equilibrium through innovation
Joseph Schumpeter's theoretical model of the entrepreneur is centered on the disruption of static market equilibrium. He argued that the primary function of an entrepreneur is to introduce innovative combinations, such as new products, technologies, or markets. This process drives economic development by dismantling obsolete industries and establishing highly productive new systems.

**237.** (D) Everett Hagen
Everett Hagen, in his socio-psychological theory of social change, argued that the emergence of entrepreneurial personalities is driven by status withdrawal. This process occurs when a social group experiences a loss of traditional respect or social prestige. The psychological distress caused by this shift motivates subsequent generations to pursue creative, economic ventures.

**238.** (C) Managing higher levels of ambiguity and internal venture risk
A traditional manager transitioning into the role of an intrapreneur must adapt to a different working environment. While managers typically operate within well-defined corporate protocols and stable structures, intrapreneurs must spearhead innovation. This requires navigating high levels of ambiguity, taking responsibility for internal venture risks, and driving experimental projects within the parent firm.

**239.** (B) Resist adopting more efficient methods, causing resource waste and failure
In Clarence Danhof's classification, drone entrepreneurs are characterized by their complete resistance to technological or operational change. They refuse to adopt more efficient manufacturing methods or modernized business practices, even when faced with declining profits. This rigid adherence to obsolete systems causes substantial resource waste, limits industry competitiveness, and ultimately leads to venture failure.

**240.** (D) Make personal sacrifices and extraordinary efforts to complete jobs for clients
The competency of commitment to the work contract, defined by the Entrepreneurship Development Institute of India, represents a founder's dedication to fulfilling customer agreements. This behavioral trait drives entrepreneurs to make personal sacrifices, work extended hours, and expend extraordinary efforts to deliver services, ensuring high customer satisfaction and building long-term business credibility.

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**241.** (A) Work in highly unstructured settings to make independent decisions
An entrepreneur with a high Need for Autonomy possesses a strong psychological drive to control their own destiny. Such individuals prefer working in highly unstructured settings where they are free from rigid corporate hierarchies, micro-management, and administrative rules. This independence allows them to make critical business decisions quickly and implement innovative, creative strategies.

**242.** (C) Thematic Apperception Test (TAT)
In developing his achievement motivation theory, David McClelland utilized the Thematic Apperception Test as a primary psychological measurement tool. This projective test presents subjects with ambiguous pictures, prompting them to construct imaginative stories. Analyzing these narratives allows researchers to identify dominant psychological drives, such as the needs for achievement, power, or affiliation.

**243.** (A) High risk-taking behavior that heavily borders on pure gambling
During the Ring Toss simulation, a participant who consistently throws from the maximum possible distance exhibits extreme risk-taking behavior. Because the probability of success from

that distance is exceptionally low, this choice relies on luck rather than skill. This behavior mirrors pure gambling, which is distinct from the calculated risk-taking characteristic of successful entrepreneurs.

**244.** (D) Edward de Bono
The term lateral thinking was coined and popularized by Edward de Bono to describe a creative problem-solving methodology. Lateral thinking involves looking at challenges from completely new, non-obvious angles, rather than following traditional, linear logic. This cognitive approach is highly targeted in entrepreneurial training exercises to foster innovative product design and resourcefulness.

**245.** (B) The premature failure and sickness of newly founded enterprises
The Sustaining Phase of the Entrepreneurship Development cycle is critical for ensuring the long-term survival of newly established businesses. After the training and setup phases are complete, early-stage enterprises frequently encounter severe cash flow issues and operational hurdles. This phase provides ongoing managerial support, marketing guidance, and loan restructuring to prevent premature business failure.

**246.** (C) The entrepreneur's cognitive biases and personal resilience
The entrepreneurial environment consists of both external and internal elements. While government policies, market cycles, and physical infrastructure represent external forces, the entrepreneur's own psychological makeup represents the internal environment. This includes cognitive biases, personal risk tolerance, self-efficacy, and emotional resilience, which directly shape how a founder interprets opportunities and handles market failures.

**247.** (D) A financial/economic barrier
An entrepreneur's inability to access formal banking networks due to a lack of historical financial records is a financial and economic barrier. Startups and micro-enterprises often lack the credit history and formal documentation required by traditional banks. This information asymmetry limits their access to affordable credit, forcing them to rely on personal savings.

**248.** (A) Economic empowerment of women through trade training and credit
The Trade Related Entrepreneurship Assistance and Development scheme is a targeted policy initiative focused on the economic empowerment of women. Operating under the ministry of small enterprises, TREAD aims to address financial and skill barriers by providing specialized entrepreneurship training, project counseling, and credit linkage through non-governmental organizations to support women-led businesses.

**249.** (B) Social impact is the core model for social ventures, while CSR is an ancillary activity
Social entrepreneurship differs fundamentally from traditional corporate social responsibility. For a social enterprise, achieving positive social or environmental impact is the core mission around which the entire business model is built. In contrast, corporate social responsibility represents an ancillary, voluntary activity conducted by traditional, profit-maximizing firms to support community development and manage reputation.

**250.** (A) Both A and R are true and R is the correct explanation of A.
Farmer Producer Organisations play a pivotal role in enhancing the collective bargaining power of smallholder agriculturalists. By aggregating the produce of multiple marginal farmers, these organisations establish economies of scale. This aggregation enables farmers to bypass exploitative local intermediaries, negotiate directly with large-scale retail buyers, and secure significantly higher prices for their crops.

**251.** (A) National Institute for Entrepreneurship and Small Business Development (NIESBUD)
The National Institute for Entrepreneurship and Small Business Development is a premier national-level organization functioning under the Ministry of Micro, Small and Medium Enterprises. Its core mandate is to promote entrepreneurship through training, research, and consultancy services. NIESBUD designs standardized training syllabi, coordinates institutional programs, and builds entrepreneurship capacity across the nation.

**252.** (C) The support phase is absent, leaving trainees to navigate bureaucracy alone
The success of an Entrepreneurship Development Programme is highly compromised when the support phase is neglected. Even if the training

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curriculum successfully builds motivation and business skills, trainees face significant administrative challenges post-training. Without ongoing institutional support to navigate banking systems, licensing requirements, and bureaucratic procedures, many motivated candidates fail to establish operational enterprises.

**253.** (D) Renting out expensive agricultural machinery on a pay-per-use basis
Custom Hiring Centres established by agripreneurs provide essential machinery rental services to small and marginal farmers. Since purchasing high-capacity machinery like tractors and harvesters requires substantial capital investment, it is economically unviable for individual smallholders. These centers rent out modern agricultural equipment on a pay-per-use basis, improving farm mechanization and efficiency.

**254.** (C) To local farmers to enhance their agricultural productivity and income
Under the Agriclinics and Agribusiness Centres scheme, trained agricultural graduates establish private consultancies that provide services directly to local farmers. These clinics deliver scientific advice, diagnostic services, and soil testing, helping farmers implement modern crop management practices. This localized extension support enhances overall agricultural productivity, crop yields, and rural household incomes.

**255.** (B) Micro-credit refers only to small loans, while Micro Finance includes savings, insurance, and other financial services
Although often used interchangeably, micro-credit and microfinance represent different scopes of financial services. Micro-credit refers specifically to the provision of small, collateral-free loans to low-income borrowers. Conversely, microfinance is a broader concept that encompasses a complete range of financial services, including small savings accounts, micro-insurance, remittance facilities, and financial literacy training.

**256.** (D) Designing products, conducting market research, and validating business models
Seed funding is the initial capital secured by early-stage agri-startups, typically with the assistance of specialized incubators. Rather than scaling commercial distribution, this early funding is used for foundational business development. This includes designing product prototypes, conducting local market research, testing technology viability, and validating the core business model before full-scale commercial launch.

**257.** (A) Regular and timely repayment of internal loans
The regular and timely repayment of internal loans is a vital principle of the Panchasutra guidelines for Self-Help Groups. By ensuring that borrowers return funds according to agreed schedules, the group maintains its liquid capital pool. This financial discipline minimizes default risk, preserves internal trust, and demonstrates the group's creditworthiness to formal lending institutions.

**258.** (C) Part IXA of the Companies Act, 1956 (and corresponding provisions in the 2013 Act)
Farmer Producer Organisations are registered as Producer Companies under Part IXA of the Companies Act, 1956, which has been integrated into the newer legislative framework. This specific legal designation allows producer-owned entities to operate with the organizational flexibility of private limited companies while ensuring that control and financial benefits remain democratically with the primary producers.

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**259.** (A) Grassroots or village level
The cooperative credit structure in rural India is built on a multi-tiered system designed to reach agricultural communities. Primary agricultural cooperative societies function at the grassroots or village level, interacting directly with individual farmer members. They provide essential short-term crop loans, agricultural inputs, and localized storage facilities to support immediate farming activities.

**260.** (A) P-1, Q-2, R-3, S-4
Various developmental institutions target specific beneficiaries to foster balanced economic growth. The Small Industries Development Bank of India supports small enterprises. The National Bank for Agriculture and Rural Development finances agricultural development. The Small Farmers' Agribusiness Consortium facilitates Farmer Producer Organisations. Finally, the National Institute of Agricultural Extension Management guides trainees setting up agribusinesses.

corporate structures legally prioritize maximizing shareholder value above all else. Hybrid structures allow these ventures to balance financial profitability with positive social and environmental impacts, protecting their mission from pressure to maximize short-term profits.

**226.** (C) To serve as a national resource for entrepreneurship training, research, and education
The Entrepreneurship Development Institute of India was established as an autonomous apex body to spearhead entrepreneurship education. Its foundational objective is to serve as a national resource center for training, research, and institutional capacity-building. EDII designs specialized curricula, trains educators, conducts research, and runs programs to cultivate entrepreneurship across diverse segments.

**227.** (A) Structured real-world case studies and interactive business simulations
Imparting practical business management skills during an Entrepreneurship Development Programme requires active, experiential learning methods. Utilizing structured, real-world case studies and interactive business simulations is highly effective. These pedagogical techniques place participants in complex decision-making scenarios, allowing them to practice strategic planning, financial management, and problem-solving in a risk-free environment.

**228.** (D) Chronic disguised unemployment within the rural agricultural sector
Agripreneurship is vital for addressing the issue of disguised unemployment in rural agriculture, where more labor is employed than necessary. By creating viable off-farm enterprises, food processing units, and input supply businesses, agripreneurship absorbs surplus rural labor. This diversification generates alternative livelihood opportunities, increases household incomes, and reduces excessive pressure on farm land.

**229.** (B) Bank loans offering a composite capital subsidy of 36-44% for setup
The Agriclinics and Agribusiness Centres scheme incentivizes trained agriculture graduates to establish private ventures by providing financial support. It offers bank-linked projects with an attractive composite capital subsidy. The subsidy rate is thirty-six percent for general candidates and rises to forty-four percent for women, Scheduled Caste, Scheduled Tribe, and hill state candidates.

**230.** (C) All members are mutually responsible for the repayment of each other's loans
The concept of joint liability within a Joint Liability Group or Self-Help Group in microfinance means that all group members are mutually responsible for loan repayment. If an individual member defaults on their installment, the remaining members are legally and socially obligated to cover the deficit. This mutual guarantee drives peer monitoring and reduces credit risk.

**231.** (D) Precision Agriculture
An agri-startup that utilizes unmanned aerial vehicles, or drones, for precise pesticide spraying, crop health monitoring, and soil analysis operates within precision agriculture. This field leverages advanced technology, real-time data, and automation to optimize resource inputs. It maximizes crop yields while minimizing environmental damage, chemical waste, and overall cultivation costs.

**232.** (A) To bridge the critical gap between formal banking and the unbanked rural poor
The National Bank for Agriculture and Rural Development pioneered the Self-Help Group-Bank Linkage Programme to address rural financial exclusion. Recognizing that formal banks were hesitant to lend to low-income individuals due to high transaction costs and lack of collateral, the program leverages groups as financial intermediaries to deliver secure, formal credit.

**233.** (B) Issue shares to primary producers and professionally run agribusinesses
The integration of Farmer Producer Organisations under the Companies Act enables these entities to issue equity shares to primary agricultural producers. This framework allows smallholders to pool their capital, access institutional credit, and run professional agribusinesses. It combines the democratic governance of cooperatives with the operational efficiency and scale of corporate structures.

**234.** (B) United Kingdom
The Rochdale Pioneers established their cooperative society in Rochdale, located in the United Kingdom, during the nineteenth

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difficulties as manageable tasks and actively seek creative strategies to overcome them.

**270.** (C) Counseling and motivating potential entrepreneurial candidates
The Stimulatory Phase represents the initial stage of an Entrepreneurship Development Programme, designed to generate interest and identify potential talent. Crucial activities during this phase include conducting local awareness campaigns, organizing motivational workshops, and providing personal counseling. This helps candidates identify their latent entrepreneurial potential and encourages them to pursue self-employment opportunities.

**271.** (B) Economic and Financial environment
When an entrepreneur is unable to secure a business loan due to the collapse of the local banking sector, the barrier originates from the economic and financial environment. This external environment encompasses banking regulations, capital availability, inflation rates, and the health of financial institutions, which directly impact a startup's access to credit.

**272.** (D) Lack of family business background, causing fear of the unknown and low confidence
First-generation entrepreneurs often face unique psychological barriers that can hinder their business aspirations. Lacking a family business background, they often struggle with a fear of the unknown, lower self-confidence, and limited exposure to business networks. This absence of social capital and role models can make the initial phases of starting a business highly stressful.

**273.** (A) Empowering women in the coir industry with training and equipment subsidies
The Mahila Coir Yojana is a specialized, welfare-oriented developmental scheme aimed at the economic empowerment of women. Operating within the coir sector, the scheme provides rural women artisans with formal training, skill development, and financial subsidies to purchase modern spinning equipment. This initiative enhances productivity, improves product quality, and generates sustainable household incomes.

**274.** (C) Structured double or triple bottom line reporting metrics
Social entrepreneurs evaluate their organizational performance using specialized frameworks rather than relying solely on traditional financial ledgers. Metrics such as lives impacted, local employment generated, or carbon offset represent double or triple bottom line reporting. This reporting structure integrates social and environmental contributions alongside financial performance to present a comprehensive view of value creation.

**275.** (A) Gujarat
The Entrepreneurship Development Institute of India, established as an autonomous national resource body in nineteen eighty-three, is physically headquartered in Gandhinagar, Gujarat. This location serves as the central hub for EDII's nationwide operations, including designing training models, conducting academic research, training educators, and executing developmental programs across various states.

**276.** (D) Long-term effectiveness and the real survival rate of promoted businesses
The follow-up or sustaining phase is a critical component of any Entrepreneurship Development Programme. Conducting systematic evaluations during this phase allows institutions to measure the long-term effectiveness of their interventions. It tracks the real survival rate, operational health, and growth of businesses established by trainees, providing data to refine future training methodologies.

NODIA

**277.** (B) Establishing a tissue culture laboratory for disease-free banana saplings
Agripreneurship involves applying entrepreneurial principles and innovative technologies to agriculture and allied sectors. Establishing a specialized tissue culture laboratory to mass-produce disease-free banana saplings is an example. This venture applies scientific innovation to enhance crop quality, boost yields, and deliver value-added inputs to farmers, distinguishing it from traditional, subsistence farming practices.

**278.** (C) "Job creators" who establish profitable agri-ventures and extension services
The Agriclinics and Agribusiness Centres scheme transforms trained agricultural graduates from job seekers into active job creators. By equipping them with entrepreneurship and technical training, the program enables graduates to establish private agribusinesses. These ventures generate local employment opportunities, provide technical consulting, and deliver vital

**261.** (B) To undertake
The word entrepreneur, popularized in economic literature by Richard Cantillon, is derived from the French verb "entreprendre." This verb translates literally to "undertake." In an economic context, it refers to an individual who undertakes the risk of organizing and managing an enterprise, navigating market uncertainties to create value and drive development.

**262.** (C) Lower financial risk but less autonomy and final product ownership
An intrapreneur operates within an established corporate structure, which significantly alters their risk and reward profile compared to an independent entrepreneur. Because the parent company provides the investment capital, technology, and laboratories, the intrapreneur faces minimal personal financial risk. However, they must accept less decision-making autonomy and yield ownership of the final product to the corporation.

**263.** (D) Stunted industrial growth due to the absence of a Protestant work ethic
Max Weber's sociological analysis suggests that cultural and religious values are key drivers of economic systems. In societies dominated by traditional, fatalistic beliefs that view worldly success with suspicion, industrial growth is often stunted. This occurs because such cultures lack the disciplined, ascetic work ethic and rational pursuit of capital accumulation characteristic of the Protestant ethic.

**264.** (A) Diffusing and adopting existing innovations widely across regional markets
Imitative entrepreneurs play a vital role in economic development, particularly in emerging and regional markets. Rather than investing in expensive, risky primary research to invent new technologies, they focus on adopting and adapting proven business models. This imitation facilitates the rapid diffusion of modern practices across markets, boosting productivity and competitiveness.

**265.** (B) Personally conducting research to satisfy clients or explore new markets
Under the competency framework of the Entrepreneurship Development Institute of India, information seeking is a critical behavioral trait. It is defined as an entrepreneur's drive to personally conduct detailed research and gather relevant data. This includes consulting experts, analyzing customer preferences, investigating market trends, and seeking feedback to improve product quality and explore new business opportunities.

**266.** (B) Goal-setting and efficiency orientation
An entrepreneur who systematically tracks daily business metrics and sets clearly quantified monthly targets exhibits strong goal-setting and efficiency orientation. This competency involves establishing realistic, challenging, and measurable objectives. It drives founders to continuously monitor progress, optimize operational workflows, and utilize analytical feedback to improve organizational performance and achieve sustainable business growth.

**267.** (A) Establishing Entrepreneurship Development Programmes and motivation training
David McClelland's assertion that the need for achievement can be systematically cultivated laid the foundation for modern entrepreneurship development. This psychological insight proved that entrepreneurial traits are not entirely genetic. Consequently, development agencies established structured Entrepreneurship Development Programmes and achievement motivation training to build self-efficacy and goal-oriented behaviors in aspiring business owners.

**268.** (C) Their resourcefulness, hands-on creativity, and action under constraints
During entrepreneurship training, experiential exercises like constructing a tower under strict time and material limits are utilized for behavioral assessment. This specific exercise is designed to evaluate a participant's practical resourcefulness, hands-on creativity, and ability to take decisive action under pressure. It highlights how effectively individuals organize limited resources to solve unexpected design challenges.

**269.** (D) Exhibiting higher persistence and resilience when facing market obstacles
A high level of self-efficacy significantly influences how an entrepreneur responds to business challenges. Founders who possess strong belief in their operational capabilities exhibit higher persistence and resilience when facing market obstacles, regulatory hurdles, or financial setbacks. Instead of quitting, they view

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**288.** (D) Employing deliberate, targeted strategies to influence others for business goals
In the entrepreneurial competency framework of the Entrepreneurship Development Institute of India, persuasion is defined as a deliberate, strategic behavioral trait. It involves employing targeted communication strategies to influence and convince stakeholders, including customers, investors, suppliers, and employees. This skill helps build strong business relationships, secure critical resources, and drive growth.

**289.** (A) Moderately difficult, requiring skill but offering realistic chances of success
The Ring Toss game is a classic behavioral simulation used to illustrate achievement motivation. It demonstrates that individuals with high achievement needs set goals of moderate difficulty. These targets are challenging enough to require skill and effort, yet remain realistic and achievable. This calculated approach to risk-taking distinguishes successful entrepreneurs from gamblers.

**290.** (C) Pitching prospective business plans to venture capitalists for funding
Behavioral exercises targeting the influencing process are highly valuable during critical external interactions, such as pitching business plans to venture capitalists. Securing startup investment requires more than a viable business model; it demands persuasive communication, negotiation skills, and relationship-building to convince prospective investors of the venture's potential and secure capital.

**291.** (A) Practical help in securing essential licenses, loans, and business infrastructure
The Support Phase of an Entrepreneurship Development Programme focuses on facilitating the transition from training to business operations. During this stage, development agencies provide practical assistance to trained entrepreneurs. This includes helping them secure bank loans, obtain regulatory licenses, and access physical infrastructure like industrial sheds, ensuring the startup process is successfully navigated.

**292.** (D) Social/Cultural environment
A sudden shift in consumer preference toward organic products represents a significant change in the social and cultural environment. This external factor reflects changing societal values, lifestyle trends, and health consciousness among consumers. For traditional chemical pesticide manufacturers, this shift represents a substantial market threat, forcing them to adapt to evolving customer expectations.

**293.** (B) Elevated capital costs and inadequate credit access facilities
Economic and financial environments present distinct barriers that can hinder entrepreneurial activity. High capital costs, elevated interest rates, and inadequate access to credit facilities are major economic impediments. When credit is scarce or expensive, early-stage entrepreneurs struggle to secure the funding needed for asset acquisition and working capital, limiting startup activity.

**294.** (C) Social and safety constraints limiting their travel for business networking and procurement
The mobility barrier faced by women entrepreneurs, especially in rural areas, is rooted in social and safety constraints. Traditional cultural norms often restrict women from traveling independently or working late hours. This limitation hinders their ability to travel for business, establish distribution networks, procure raw materials, and participate in business networking events.

**295.** (D) Amul, by organizing and empowering millions of rural dairy farmers
Amul represents a highly successful model of social entrepreneurship in India. By organizing millions of smallholder, rural dairy farmers into a cooperative network, Amul eliminated exploitative middlemen and established a robust supply chain. This structure ensured fair pricing for producers while delivering high-quality products to consumers, driving rural economic empowerment.

**296.** (A) A simplified, free, and paperless online registration process for MSMEs
The Udyam Registration portal was launched by the Ministry of Micro, Small and Medium Enterprises to simplify the formalization process for small businesses. It provides a free, paperless, and fully digital registration system based on self-declaration. This registration enables MSMEs to access government schemes, credit guarantees, and priority sector lending.

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III. High fatalism among farmers accelerates the adoption of modern technologies.
IV. Proximity to urban markets positively influences market-led innovations.

Which of the following is the correct combination of statements?
(A) I, II and IV
(B) I, III and IV
(C) II, III and IV
(D) I and II

2021
**67.** The phenomenon where farmers reject a profitable technology because it conflicts with their religious beliefs is an example of a barrier related to:
(A) Economic factors
(B) Socio-cultural factors
(C) Institutional factors
(D) Infrastructural factors

2008
**68.** What is the primary reason why extension agents often fail to reach marginal farmers?
(A) Marginal farmers possess far superior, highly specialized localized indigenous knowledge
(B) Marginal farmers operate subsistence systems that do not require external agricultural inputs
(C) Extension department mandates legally and explicitly exclude small, non-commercial landholders
(D) Extension services often bias toward progressive, resource-rich farmers

2021
**69.** A sudden withdrawal of fertilizer subsidies by the government will most directly affect adoption behavior through which pathway?
(A) Modifying institutional and economic constraints
(B) Changing the innovation's cultural compatibility
(C) Decreasing the physical complexity of the fertilizer
(D) Altering the farmers' baseline literacy levels

2010
**70.** Based on adoption theory, classify the impact of a strong patriarchal social structure on the adoption of gender-sensitive agricultural technologies.
(A) It acts as a structural enabler
(B) It acts as a financial incentive
(C) It acts as a socio-cultural barrier
(D) It has a neutral impact

2018
**71.** Comparing younger and older farmers, studies typically show that younger farmers:
(A) Are more likely to adopt due to higher education and risk tolerance
(B) Are consistently more conservative, traditional, and inherently risk-averse
(C) Have significantly larger landholdings at the start of their careers
(D) Rely heavily on traditional authorities and local elders for decision making

2023
**72.** Which is the least relevant institutional factor for the adoption of a purely knowledge-based practice (like crop rotation timing)?
(A) Access to extension advice
(B) Reliability of weather forecasting services
(C) Educational programs by local institutions
(D) Availability of rural credit facilities

2019
**73.** In the typology of consequences of innovations, what defines "desirable consequences"?
(A) Changes that occur immediately upon initial technological adoption
(B) Functional effects that benefit the system
(C) Effects that are completely unintended by the promoting change agent
(D) Consequences that significantly widen the local socio-economic gap

2006
**74.** Changes that occur in an individual or a social system as a result of the adoption or rejection of an innovation are called:
(A) Pre-conditions
(B) Attributes
(C) Consequences
(D) Innovations

2003
**75.** An unanticipated consequence of adopting high-yielding varieties during the Green Revolution was:
(A) A massive increase in total national food grain production
(B) A dramatically reduced reliance on synthetic chemical fertilizers
(C) The complete, nationwide eradication of absolute rural poverty
(D) Increased soil salinity and water table depletion

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# CHAPTER 09

# Agricultural Innovation System and Extension Approaches

2014

**1.** Which of the following best defines the concept of an invention in the context of agricultural technology?
(A) The process of commercializing a new product for market availability
(B) The widespread adoption of an existing technique by farmers
(C) The continuous modification of traditional farming practices
(D) The initial creation or discovery of a new idea, method, or device

2018

**2.** Which statement correctly differentiates innovation from invention?
(A) Innovation refers to the physical development of a product, while invention is the intellectual property registration
(B) Innovation is limited to academic institutions, while invention occurs primarily on farms
(C) Innovation involves the practical application and adoption of a new idea, while invention represents the initial creation of that idea
(D) Innovation precedes invention throughout the standard technology development cycle

2019

**3.** What is the primary objective of the technology generation process in agricultural research?
(A) To expand theoretical knowledge without field application
(B) To develop practical innovations for farming constraints
(C) To eliminate the need for extension services
(D) To monitor regulatory compliance among smallholders

2005

**4.** Identify the INCORRECT statement regarding the foundational concepts of technology generation.
(A) Basic research lays the foundation for applied technology generation
(B) Adaptive research ensures technology is suitable for specific local conditions
(C) The process involves scientists, extension workers, and farmers
(D) Technology generation is independent of feedback from farming communities

2024

**5.** Which of the following pairs concerning the technology generation process is correctly matched?
(A) Adaptive research - Adapting technology to specific local zones
(B) Basic research - Direct field testing of established practices
(C) Applied research - Discovering fundamental scientific principles
(D) Dissemination - The initial discovery of a new biological trait

2022

**6.** Consider the following statements regarding invention and innovation:
I. Invention is the first occurrence of an idea for a new product or process.
II. Innovation involves putting an invention into practice.
III. Every invention leads directly to a successful innovation.
Which of the following is the correct combination of statements?
(A) I and II
(B) II and III
(C) I only
(D) III only

2015

**7.** The failure of a scientifically sound agricultural technology to be adopted by farmers is most often an exception to which assumption?
(A) That technically sound innovations are automatically adopted by farmers
(B) That technology generation requires substantial capital funding
(C) That trained extension agents are necessary

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2019

**28.** Identify the correct statement regarding the element of time in the diffusion process.
(A) Time is key in the decision process, adopter categories, and rate
(B) Time is measured by the chronological age of individual adopters
(C) Time is irrelevant once an innovation has been introduced
(D) Time refers to the specific season in which technology is applied

2012

**29.** Identify the INCORRECT statement about communication channels in diffusion.
(A) Mass media channels are most effective in creating knowledge of innovations
(B) Homophily between communicators generally impedes effective communication
(C) Interpersonal channels are more effective in forming and changing attitudes toward a new idea
(D) Cosmopolite channels are important at the knowledge stage

2007

**30.** Consider the following statements regarding the elements of diffusion:
I. Diffusion is a special type of communication concerned with new ideas.
II. A social system's structure can facilitate or impede the diffusion of innovations.
III. The innovation itself must be entirely flawless to enter the diffusion process.
Which of the following is the correct combination of statements?
(A) I and III
(B) II and III
(C) I and II
(D) I only

2002

**31.** Which of the following is an exception to the normal diffusion process within a tightly knit, homophilous community?
(A) Immediate acceptance of highly complex, radical technologies
(B) The rapid and seamless spread of culturally compatible ideas
(C) The strong and authoritative influence of local opinion leaders
(D) A high reliance on informal interpersonal communication channels

2002

**32.** Which channel is deemed most appropriate for persuading a farmer to adopt a high-risk agricultural innovation?
(A) Information from national television broadcasts
(B) Articles in general agricultural research magazines
(C) Interpersonal contact with a trusted peer
(D) Official directives from government policy gazettes

2001

**33.** The concept of "homophily" in diffusion theory describes:
(A) The geographic and physical distance separating potential technological adopters
(B) The systemic resistance of traditional agricultural communities to institutional change
(C) The cognitive and technical complexity associated with a specific new innovation
(D) The degree to which interacting individuals are similar in attributes

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2010

**34.** What is the primary effect of strict social norms on the diffusion process in traditional agricultural communities?
(A) They accelerate the adoption of new technologies
(B) They eliminate the functional need for local opinion leaders in diffusion
(C) They act as a barrier to innovations deviating from established practices
(D) They actively encourage high levels of financial risk-taking among smallholder farmers

2003

**35.** Based on classical diffusion models, which of the following best classifies the nature of the diffusion process over time?
(A) A linear decline
(B) An S-shaped curve
(C) A random distribution
(D) A U-shaped curve

2005

**36.** Comparing mass media and interpersonal channels, which statement is most accurate according to diffusion theory?
(A) Mass media is better for persuasion, interpersonal for knowledge
(B) Both are equally effective at the implementation stage

2002

**17.** Which of the following is an INCORRECT pair regarding the perceived attributes of innovations?
(A) Observability - The degree to which results are visible to others
(B) Relative advantage - Economic profitability or social prestige
(C) Complexity - The degree to which an innovation is perceived as relatively difficult to understand
(D) Compatibility - The ability to test an innovation on a small scale before full adoption

2007

**18.** Consider the following statements about the perceived attributes of innovation:
I. High complexity usually accelerates the rate of adoption.
II. Innovations that lack compatibility with cultural norms face strong resistance.
III. Observability has no significant impact on peer-to-peer diffusion.
Which of the following is the INCORRECT combination of statements?
(A) I and II
(B) I and III
(C) II only
(D) III only

2013

**19.** All of the following perceived attributes generally have a positive relationship with the rate of adoption EXCEPT:
(A) Relative advantage
(B) Complexity
(C) Trialability
(D) Observability

2003

**20.** Which attribute is most critical when introducing a new, unproven crop variety to risk-averse smallholder farmers?
(A) Complexity
(B) Invisibility
(C) Cosmopoliteness
(D) Trialability

2017

**21.** A farmer observes a neighbor's successful use of a new irrigation system and decides to adopt it. This is a direct application of which concept?
(A) Observability
(B) Trialability
(C) Complexity
(D) Incompatibility

2004

**22.** If a newly developed high-yielding variety requires a completely different sowing method that contradicts local traditions, its adoption will likely be hindered primarily by its lack of:
(A) Relative advantage
(B) Trialability
(C) Compatibility
(D) Observability

2019

**23.** Which of the following classifications of relative advantage is most influential for commercial farmers compared to subsistence farmers?
(A) Economic profitability
(B) Social prestige
(C) Saving of time and effort
(D) Cultural alignment

2015

**24.** Which attribute represents the most significant barrier when promoting advanced precision agriculture technologies in developing nations?
(A) Low observability
(B) High compatibility
(C) High trialability
(D) High complexity

2011

**25.** The classic diffusion of innovations theory was primarily popularized by which scholar?
(A) A. W. van den Ban
(B) Everett M. Rogers
(C) Niels Röling
(D) Robert Chambers

2017

**26.** Which of the following is NOT one of the four main elements in the diffusion of innovations theory?
(A) The innovation
(B) Communication channels
(C) Regulatory enforcement
(D) Time

2006

**27.** In the diffusion of innovations model, what constitutes the social system?
(A) The complete physical and institutional infrastructure of a local community
(B) The centralized mass media broadcasting and communication networks
(C) The total genetic diversity of crops grown within a specific region
(D) A set of interrelated units engaged in achieving a common goal

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for technology diffusion

(D) That modern innovation is completely distinct from initial invention

2003

**8.** Which of the following is the most appropriate indicator of successful technology generation in agriculture?

(A) The total number of academic papers published by leading researchers

(B) The technical complexity of the scientific methods used in development

(C) The overall rate and speed at which the final invention was patented

(D) The socio-economic improvement and sustained adoption by farmers

2024

**9.** In the context of technology generation, what is the primary consequence of ignoring Indigenous Technical Knowledge (ITK)?

(A) An increased reliance on synthetic agrochemicals and external inputs

(B) Development of culturally incompatible or irrelevant technologies

(C) An accelerated adoption of modern, highly sophisticated technologies

(D) The long-term enhancement of genetic diversity in local field crops

2014

**10.** The shift from a linear model of technology generation to a systems approach was primarily caused by:

(A) The growing need for centralized, top-down control by government agencies

(B) The gradual reduction in public funding for basic agricultural research

(C) The recognition of farmers as active participants and innovators

(D) The rapid standardization of global commodity and agricultural markets

2019

**11.** How does technology generation differ between basic and applied agricultural sciences?

(A) Basic science is conducted by extension agents, while applied science is managed by farmers

(B) Basic science requires no external funding, whereas applied science is highly capital intensive

(C) Basic science consistently yields immediate economic returns for commercial farming operations

(D) Basic science focuses on understanding, while applied science solves field problems

2005

**12.** Which of the following is the least relevant factor in the initial stage of technology generation?

(A) Designing marketing campaigns for international export

(B) Identifying the specific constraints faced by farmers

(C) Understanding the agro-ecological conditions

(D) Reviewing existing scientific literature and past research

2019

**13.** Which perceived attribute of an innovation refers to the degree to which an innovation is perceived as being better than the idea it supersedes?

(A) Compatibility

(B) Relative advantage

(C) Observability

(D) Trialability

2018

**14.** An agricultural innovation that is consistent with the existing values, past experiences, and needs of potential adopters demonstrates high:

(A) Complexity

(B) Compatibility

(C) Observability

(D) Trialability

NODIA

2002

**15.** The adoption rate of a new pest control method is slow because farmers find it difficult to understand and use. This illustrates the negative impact of which attribute?

(A) Complexity

(B) Relative advantage

(C) Compatibility

(D) Observability

2024

**16.** Identify the correct statement regarding the trialability of an innovation.

(A) High trialability significantly decreases the overall rate of technological adoption

(B) Trialability is irrelevant for risk-tolerant early adopters of technology

(C) Innovations tried on an installment basis are adopted more rapidly

(D) It refers to the visual prominence of the innovation's results to others

(C) Interpersonal channels have broader reach but less impact
(D) Mass media is better for knowledge, interpersonal for persuasion

2017
**37.** Which of the following represents the correct order of stages in the innovation-decision process?
(A) Persuasion, Knowledge, Implementation, Decision, Confirmation
(B) Knowledge, Persuasion, Decision, Implementation, Confirmation
(C) Decision, Knowledge, Persuasion, Confirmation, Implementation
(D) Knowledge, Decision, Persuasion, Implementation, Confirmation

2004
**38.** The stage in the innovation-decision process where an individual forms a favorable or unfavorable attitude toward the innovation is known as:
(A) Knowledge
(B) Decision
(C) Persuasion
(D) Confirmation

2008
**39.** During the implementation stage of the innovation-decision process, the adopter typically focuses on:
(A) Putting the innovation into use and solving problems
(B) Actively seeking reinforcement for the adoption decision already made
(C) Gaining an initial cognitive understanding of how the technology works
(D) Formulating a definitive choice to adopt or reject the innovation

2011
**40.** Identify the correct statement regarding the confirmation stage.
(A) It typically occurs prior to the initiation of the implementation stage
(B) It is the early stage where the individual first learns about the innovation
(C) It prevents future discontinuance of an innovation
(D) The individual seeks reinforcement and may reverse the adoption decision

2023
**41.** Which of the following statements about the decision stage is INCORRECT?
(A) It involves activities that lead to a choice to adopt or reject the innovation
(B) Trialability has no impact during the decision stage
(C) Rejection can occur at this stage even if persuasion was favorable
(D) It often involves a small-scale trial if possible

2008
**42.** Consider the following statements about the knowledge stage:
I. Awareness-knowledge is knowing that the innovation exists.
II. How-to knowledge consists of information necessary to use an innovation properly.
III. Principles-knowledge deals with the functioning principles underlying the innovation.
IV. Awareness-knowledge alone is sufficient to ensure long-term adoption.
Which of the following is the correct combination of statements?
(A) I, II and III
(B) I, II and IV
(C) II, III and IV
(D) I and III

2005
**43.** Discontinuance of an innovation most frequently occurs during or after which stage?
(A) Knowledge
(B) Persuasion
(C) Decision
(D) Confirmation

2021
**44.** When a farmer adopts a new seed variety but modifies the recommended fertilizer dose to save money, this process is known as:
(A) Re-invention
(B) Discontinuance
(C) Rejection
(D) Late adoption

2017
**45.** What is the cause of "dissonance" during the innovation-decision process?
(A) When mass media and interpersonal channels fail to reach the target farmer
(B) When an individual's attitudes and actions are in conflict
(C) When a newly introduced agricultural innovation is perceived as too cheap
(D) When local opinion leaders agree completely with professional change agents

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2017

**46.** Re-invention primarily occurs at which stage of the innovation-decision process?
(A) Knowledge
(B) Implementation
(C) Persuasion
(D) Confirmation

2006

**47.** Comparing active and passive rejection in the decision stage, which is the defining characteristic of active rejection?
(A) The individual considers and possibly tries the innovation, but decides against adoption
(B) The individual never actively considers the newly introduced technology in any capacity
(C) The individual formally adopts the innovation but subsequently forgets to utilize it in practice
(D) The individual lacks any basic cognitive awareness regarding the existence of the innovation

2007

**48.** Which type of knowledge is most critical to prevent early discontinuance due to misuse of complex agricultural machinery?
(A) Awareness-knowledge
(B) Principles-knowledge
(C) How-to knowledge
(D) Superficial knowledge

2001

**49.** In standardized adopter categories, which group is characterized as being venturesome and having a high degree of cosmopoliteness?
(A) Early Adopters
(B) Early Majority
(C) Laggards
(D) Innovators

2017

**50.** What percentage of a standard normal distribution do Early Adopters represent in the diffusion curve?
(A) 2.5%
(B) 13.5%
(C) 16.0%
(D) 34.0%

2018

**51.** The "Early Majority" category is best described by which of the following characteristics?
(A) They are the last to adopt an innovation
(B) They adopt just before the average member of the social system
(C) They are considered the "localites" with the highest degree of opinion leadership
(D) They possess massive financial resources to absorb losses

2004

**52.** Identify the correct statement regarding Laggards.
(A) They are highly connected to cosmopolite networks
(B) They represent 34% of the population
(C) They are the most influential opinion leaders in a community
(D) They are traditionalists and the last to adopt an innovation

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2015

**53.** Which of the following correctly pairs an adopter category with its defining behavioral trait?
(A) Early Adopters - Respectable
(B) Innovators - Deliberate
(C) Late Majority - Venturesome
(D) Laggards - Skeptical

2005

**54.** Consider the following statements regarding the normal distribution curve of adoption:
I. The curve is bell-shaped when plotted on a frequency basis.
II. The Late Majority comprises 34% of the adopters.
III. Innovators and Early Adopters combined make up exactly 50% of the adopters.
IV. The cumulative adoption over time forms an S-shaped curve.
Which of the following is the INCORRECT combination of statements?
(A) I, II and IV
(B) III only
(C) I and III
(D) II and IV

2012

**55.** The Late Majority typically adopts an innovation out of:
(A) Economic necessity and peer pressure
(B) An intrinsic desire to be technological pioneers
(C) Access to high levels of commercial venture capital
(D) Establishing extensive cosmopolitan external connections

2014

**56.** Which category has the highest degree of opinion leadership in most social systems?

(A) Innovators
(B) Early Majority
(C) Laggards
(D) Early Adopters

2014
**57.** The "chasm" in technology adoption, often discussed in modern marketing, typically occurs between which two groups?
(A) Innovators and Early Adopters
(B) Early Adopters and Early Majority
(C) Early Majority and Late Majority
(D) Late Majority and Laggards

2018
**58.** How do Innovators primarily contribute to the diffusion process despite their low opinion leadership?
(A) By enforcing strict and uncompromising adherence to traditional local farming practices
(B) By directly persuading and guiding the Late Majority adopters through peer communication
(C) By introducing new ideas into the system from outside
(D) By providing financial support and funding to local agricultural extension agencies

2013
**59.** Classify an individual who frequently seeks out new technologies from distant research stations, has significant financial resources to absorb risks, but is somewhat isolated from the local social network.
(A) Early Adopter
(B) Early Majority
(C) Laggard
(D) Innovator

2024
**60.** When comparing the Early Majority and the Late Majority, what is the most prominent differentiating psychological trait?
(A) Deliberation vs. Skepticism
(B) Venturesomeness vs. Traditionalism
(C) Respectability vs. Isolation
(D) Cosmopoliteness vs. Localiteness

2007
**61.** Socio-economic status is generally considered to have what kind of relationship with the rate of technology adoption?
(A) Strongly negative
(B) Positive
(C) Non-existent
(D) Inversely proportional

2013
**62.** Which personal factor often negatively influences the adoption of labor-intensive agricultural technologies among older farmers?
(A) Increased access to capital and credit facilities
(B) Reduced physical capacity and risk tolerance
(C) Greater availability and access to extension services
(D) Higher levels of formal and technical education

2013
**63.** Institutional support, such as the availability of agricultural credit, directly influences adoption behavior by addressing which constraint?
(A) Financial inability to buy inputs
(B) A total lack of technological awareness
(C) Deep-seated cultural incompatibility
(D) A lack of local opinion leadership

2011
**64.** Identify the correct statement regarding landholding size and adoption behavior.
(A) Smallholders adopt complex machinery faster than large-scale commercial farmers
(B) The physical size of landholdings has no impact on individual farmers' risk-taking behavior
(C) Larger landholding size is linked to earlier adoption of capital-intensive innovations
(D) Large-scale commercial farmers rely on localized Indigenous Technical Knowledge

2008
**65.** Which of the following identifies an INCORRECT pairing of a factor and its typical effect on adoption?
(A) High literacy - Faster processing of technical information
(B) Favorable attitude towards risk - Higher propensity to innovate
(C) Secure land tenure - Increased willingness to invest in long-term soil conservation
(D) High social participation - Decreased exposure to new ideas

2012
**66.** Consider the following statements on factors influencing adoption:
I. Fragmentation of landholdings hinders the adoption of mechanization.
II. Membership in cooperatives enhances institutional support for adoption.

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**297.** (B) Designing the syllabus and selecting candidates with high latent entrepreneurial potential
The Pre-training Phase of an Entrepreneurship Development Programme is designed to establish a strong foundation for the program. Key objectives during this phase include designing the training curriculum, preparing instructional materials, and conducting rigorous selection processes. This ensures the program targets candidates who possess latent entrepreneurial traits and are motivated to succeed.

**298.** (B) Opening working farms to urban tourists to experience rural life and agricultural work
Agri-tourism is an innovative agripreneurship model that blends agricultural production with the service sector. It operates by opening active, working farms to urban visitors, allowing them to experience rural life, participate in traditional farming activities, and purchase fresh produce. This model generates alternative revenue streams for farmers and promotes rural heritage.

**299.** (A) Women, SC/ST, and North-Eastern or Hill state candidates
The Agriclinics and Agribusiness Centres scheme offers financial subsidies to make agribusiness training and startup support highly inclusive. While general category candidates receive a composite subsidy, a higher subsidy rate is provided to women, Scheduled Caste, Scheduled Tribe, and candidates from the North-Eastern and Hill states, encouraging diverse participation in agricultural services.

**300.** (C) Members contribute equitably to, and democratically manage, cooperative capital
Member Economic Participation is a core cooperative principle that ensures members contribute equitably to the capital of their cooperative. This capital is managed democratically, and a portion is typically held as common property. This structure prevents external financial concentration and ensures that the economic benefits are distributed based on a member's active participation.

**********

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2019

**76.** Identify the correct statement regarding direct and indirect consequences.
(A) Direct consequences occur in immediate response to an innovation
(B) Direct consequences occur as a secondary result of the original technological adoption
(C) Indirect consequences represent the immediate, first-order responses to a newly introduced innovation
(D) Indirect consequences are typically anticipated and planned for by external agency administrators

2024

**77.** Which of the following is an INCORRECT pair regarding the classification of consequences?
(A) Desirable - Functional effects that benefit the social system
(B) Undesirable - First-order changes occurring over long periods
(C) Anticipated - Recognized and intended changes within the system
(D) Direct - First-order immediate changes resulting from adoption

2009

**78.** Consider the following statements about the consequences of innovations:
I. Consequences can be classified as desirable or undesirable.
II. An innovation may have desirable consequences for some individuals and undesirable for others.
III. Change agents often give equal attention to assessing both anticipated and unanticipated consequences.
IV. Unanticipated consequences are strictly latent and never manifest outwardly.
V. Indirect consequences are the consequences of direct consequences.
Which of the following is the INCORRECT combination of statements?
(A) I, II and V
(B) III and IV
(C) II, III and IV
(D) I and V

2009

**79.** The tendency of change agents to focus primarily on the benefits of an innovation while ignoring potential negative impacts is known as:
(A) Pro-innovation bias
(B) Recall bias
(C) Confirmation bias
(D) Systems bias

2003

**80.** What is the best method for an extension agency to mitigate undesirable unanticipated consequences of a new technology?
(A) Implement the technology rapidly across the region without any prior pilot testing
(B) Rely on centralized mass media channels for dissemination
(C) Conduct impact assessments and continuous monitoring
(D) Avoid the use of traditional indigenous technical knowledge

2015

**81.** The introduction of cash crops leads to increased income (direct consequence), which subsequently leads to changing dietary habits and improved child nutrition. This improvement in nutrition is a:
(A) Direct, undesirable consequence
(B) Direct, anticipated consequence
(C) Indirect, undesirable consequence
(D) Indirect, desirable consequence

2003

**82.** Which statement best classifies the effect of farm mechanization displacing manual farm labor?
(A) Direct and universally desirable for all members
(B) Anticipated and desirable for displaced farm laborers
(C) Direct, but undesirable for laborers
(D) Indirect and unanticipated for commercial farm owners

2019

**83.** Comparing anticipated and unanticipated consequences, unanticipated consequences are often:
(A) Identified and planned for easily prior to the actual adoption
(B) Difficult to predict due to system interactions
(C) Always highly beneficial and functional to traditional laggards
(D) Entirely unrelated to the innovation's specific attributes

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2005

**84.** Which evaluation approach is most relevant for assessing the long-term, indirect consequences of an agricultural program?
(A) Comprehensive formative evaluation
(B) Participatory rapid rural appraisal
(C) Pre-testing of communication materials
(D) Ex-post impact assessment

(A) Network of Agricultural and Rural Societies
(B) National Agricultural Research System
(C) National Agency for Rural Sustainability
(D) Non-governmental Agricultural Research Structure

2008

**122.** The evolution from NARS to AKIS introduced an emphasis on:
(A) A focus on conducting basic laboratory research
(B) The mechanical, top-down linear transfer of technology models
(C) Knowledge integration between research, extension, and farmers
(D) The total and complete privatization of all agricultural research

2016

**123.** The modern Agricultural Innovation System (AIS) framework is best characterized by:
(A) A top-down, linear flow of technology from laboratory scientists to passive farmers
(B) The deliberate exclusion of the private commercial sector and local civil society
(C) A focus on primary production without any market considerations
(D) A network of public and private actors interacting to use knowledge

2024

**124.** Identify the correct statement detailing the shift from AKIS to AIS.
(A) AIS incorporates the enabling environment, markets, and interactions
(B) AIS narrows the functional focus down strictly to public research and extension institutions
(C) AKIS systematically emphasizes physical institutional hardware over individual human capacity
(D) AIS completely and deliberately removes the primary farmer from the innovation process

2001

**125.** Identify the INCORRECT statement regarding the NARS framework.
(A) It primarily and heavily focused on building public sector scientific research capacity
(B) It included market actors and value chains as central elements
(C) It often and systematically operated on a highly linear transfer-of-technology model
(D) It played an absolutely crucial, foundational role in facilitating the Green Revolution

2016

**126.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** The AIS framework recognizes innovation as an interactive, multi-stakeholder process.
**Reason (R) :** Agricultural challenges are complex and require integrated responses from researchers, private enterprises, policies, and farmers.
In the context of these statements, which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2008

**127.** Which component is foundational to AIS but was largely marginal in the NARS paradigm?
(A) Enabling policies and markets
(B) Established public research institutions
(C) State-level departments of agriculture
(D) Highly basic agronomic field research

2003

**128.** What is the most appropriate reason for the conceptual shift toward the AIS framework?
(A) The absolute claim that NARS successfully and completely eliminated all agricultural problems
(B) The emergence of a global mandate to entirely abolish traditional public agricultural extension
(C) The realization that technology supply alone is insufficient for impact
(D) The rapid and highly visible decreasing complexity associated with modern agriculture

2002

**129.** In the context of AIS, an interaction between a seed company, a public university, and a farmer producer organization to develop a new supply chain is a manifestation of:
(A) A top-down linear transfer model
(B) Complete institutional isolation
(C) Strict monomorphic opinion leadership
(D) Multi-stakeholder linkage

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2001
**93.** A change agent promotes a new practice to opinion leaders, expecting that they will pass it on. This relies on the mechanism of:
(A) Administrative coercive compliance
(B) The two-step flow of messages
(C) Centralized mass media broadcasting
(D) Enforcing formal legal mandates

2006
**94.** Classify an individual who strictly influences peers on matters of livestock health but has no influence on financial or crop decisions.
(A) Polymorphic opinion leader
(B) Monomorphic opinion leader
(C) Innovator
(D) Change agent

2002
**95.** Comparing opinion leaders and innovators, which statement is generally true?
(A) Opinion leaders conform more closely to local social norms than innovators
(B) Innovators are more integrated into local social networks than opinion leaders
(C) Innovators rely heavily on localites, while opinion leaders rely on cosmopolites
(D) Opinion leaders are always the first to adopt any new idea

2013
**96.** What is the primary disadvantage of relying too heavily on a single opinion leader in an extension program?
(A) They will disseminate the technical information far too quickly to peers
(B) They are usually rejected and ostracized immediately by the local community
(C) They might withhold information or exploit others
(D) They possess zero cosmopoliteness or external contact with research stations

2006
**97.** In communication network analysis, a "clique" is defined as:
(A) A group of isolated individuals who rarely interact with each other
(B) An individual who links two or more groups without formally belonging to either specific clique
(C) The physical and geographical pathway connecting adjacent rural farming villages in a region
(D) A subsystem whose elements interact more with each other than with outsiders

2013
**98.** Sociometry is a quantitative method primarily used for measuring:
(A) The exact biological yield increase of a new hybrid crop variety
(B) The total economic cost and market price of agricultural inputs
(C) Social relationships and communication patterns
(D) The fundamental chemical and physical composition of local soils

2004
**99.** The "hypodermic needle model" of communication postulates that:
(A) Interpersonal channels are the only truly effective means of technology communication
(B) Mass media has a direct, powerful effect on a passive audience
(C) Information flows primarily and sequentially through localized key opinion leaders
(D) Target audiences actively filter, interpret, and reconstruct received messages

2018
**100.** Identify the correct sequence of flow in the two-step flow model of communication.
(A) Mass media → Followers → Opinion Leaders
(B) Opinion Leaders → Mass media → Followers
(C) Mass media → Opinion Leaders → Followers
(D) Followers → Opinion Leaders → Mass media

2011
**101.** Identify the INCORRECT statement regarding the multi-step flow model.
(A) It assumes communication is strictly linear and top-down without feedback
(B) It acknowledges that there are multiple layers of opinion leaders and followers
(C) It recognizes that information can flow from followers to opinion leaders
(D) It is an expansion and refinement of the two-step flow model

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2002
**102.** Consider the following statements about network analysis:
I. A "liaison" is an individual who links two or more cliques but is not a member of any.
II. A "bridge" is an individual who links two or more cliques and is a member of at least one.
III. Radial personal networks are more closed and localized than interlocking networks.
IV. High network connectedness within a system accelerates the diffusion of innovations.
V. Sociograms are visual representations of

(C) A is true but R is false.
(D) A is false but R is true.

2012

**139.** Which of the following policies acts as a deterrent to the enabling environment for sustainable innovation?
(A) Massive public investment in rural high-speed broadband infrastructure projects
(B) The institutional establishment of participatory, hands-on farmer field schools
(C) The formal legal protection and enforcement of regional geographical indications
(D) Subsidies exclusively on chemical fertilizers hindering organic adoption

2009

**140.** What is the most appropriate initial step when establishing a multi-stakeholder innovation platform?
(A) Conducting a stakeholder analysis to identify relevant actors
(B) Dictating the pre-determined technical solution directly to the participants
(C) Securing highly lucrative and complex international commercial export contracts
(D) Constructing highly specialized physical laboratory and research infrastructure

2006

**141.** The success of an innovation platform is heavily dependent on the mechanism of:
(A) Highly structured monologue communication
(B) Facilitation and joint learning
(C) Highly authoritative coercive leadership
(D) Enforcing strict hierarchical control

2007

**142.** Classify an initiative where researchers, transport companies, retailers, and farmers meet monthly to resolve post-harvest losses.
(A) Linear extension program
(B) Multi-stakeholder innovation platform
(C) Basic research consortium
(D) Government regulatory committee

2017

**143.** Comparing a traditional extension meeting and an innovation platform meeting, the innovation platform is more likely to feature:
(A) Knowledge exchange and negotiation among diverse actors
(B) The rigid, one-way dissemination of a pre-packaged laboratory technology
(C) A restricted meeting with only local farmers and extension agents in attendance
(D) An exclusively academic and highly theoretical research-driven agenda

2006

**144.** Which is the least relevant component when assessing the enabling environment for a digital agriculture startup?
(A) Rural internet connectivity
(B) Government data privacy regulations
(C) The color of the startup's logo
(D) Access to venture capital in the region

2018

**145.** An innovation broker in agriculture is defined as an individual or organization that:
(A) Buys and sells agricultural commodities for personal profit
(B) Conducts genetic modification and laboratory research
(C) Regulates and controls the market prices of agricultural inputs
(D) Facilitates linkages and collaboration between system actors

2006

**146.** Which of the following is NOT a recognized function of an innovation broker?
(A) Participatory demand articulation
(B) Strategic network and trust building
(C) Enforcing criminal law on estates
(D) Dynamic innovation process management

2014

**147.** Scaling up in agricultural extension refers to:
(A) Increasing the physical size and footprint of the main extension office building
(B) Expanding the impact of innovations to more people and institutions
(C) Weighing harvested agricultural produce using much larger commercial industrial scales
(D) Drastically reducing the overall operational budget of the local extension program

2004

**148.** Identify the correct statement regarding "scaling out" vs. "scaling up".
(A) They are synonyms representing no conceptual difference
(B) Scaling out refers strictly to formal policy change, while scaling up refers to farmer-to-farmer spread
(C) Scaling out decreases the total number of technological adopters
(D) Scaling out is horizontal spread; scaling up is vertical institutionalization

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physical appearance
(B) Change agents are more successful when they align with cosmopolite agencies and ignore client needs
(C) Change agent success is positively related to the extent of effort spent in contacting clients
(D) Success is negatively correlated with the use of opinion leaders

2011
**113.** Identify the INCORRECT statement regarding the factors determining a change agent's success.
(A) Empathy with clients increases effectiveness
(B) Client orientation rather than strictly change-agency orientation leads to higher success
(C) Utilizing opinion leaders amplifies the change agent's reach
(D) A high degree of heterophily with clients enhances communication clarity

2006
**114.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Change agents often face role conflict.
**Reason (R) :** They are caught between the expectations of the change agency and the needs of their local clients.
In the context of these statements, which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2007
**115.** A situation where a change agent knowingly manipulates data to force farmers to adopt a risky pesticide represents a breach of:
(A) Cosmopoliteness
(B) Ethical conduct and client trust
(C) Technical competence
(D) Sociometry

2025
**116.** What is the best strategy for a change agent to overcome the barrier of heterophily with clients?
(A) Using highly sophisticated technical jargon to prove academic expertise
(B) Relying on nationwide television broadcasts
(C) Avoiding face-to-face interpersonal contact with clients
(D) Working with homophilous local opinion leaders

2004
**117.** When a change agent focuses efforts only on progressive, resource-rich farmers to meet targets quickly, it results in:
(A) Widening the socio-economic gap within the system
(B) Significantly enhanced and institutionalized social equity
(C) The total and immediate eradication of absolute rural poverty
(D) Achieving completely uniform adoption rates across all categories

2004
**118.** Which of the following defines "empathy" in the context of a change agent's skills?
(A) The advanced technical knowledge and skills required to operate farm machinery
(B) The formal legal and administrative authority to enforce agricultural policies
(C) The ability to project oneself into the client's perspective
(D) The administrative and strategic capacity to organize mass media campaigns

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2014
**119.** Comparing "client orientation" and "change-agency orientation", an effective extension agent must:
(A) Balance both, but focus on clients to build trust
(B) Prioritize bureaucratic change-agency targets over actual client needs
(C) Ignore the organizational guidelines of the change-agency
(D) Focus on non-agricultural and domestic matters

2023
**120.** Which of the following is least relevant to determining the long-term success of a change agent?
(A) The agent's ability to establish a self-renewing behavior among clients
(B) The agent's credibility in the eyes of the clients
(C) The agent's skill in diagnosing farmers' problems
(D) The agent's personal financial wealth

2003
**121.** The acronym NARS stands for:

sociometric data.

Which of the following is the INCORRECT combination of statements?

(A) I and II
(B) III only
(C) IV and V
(D) II and III

2022

**103.** In a sociogram, an individual who receives the maximum number of choices or nominations as an information source is termed a:

(A) Star
(B) Isolate
(C) Bridge
(D) Gatekeeper

2010

**104.** What is the main effect of "isolates" within an agricultural communication network?

(A) They act as the primary source of new technical information in villages
(B) They control and direct the flow of vital information between major system cliques
(C) They possess the absolute highest degree of informal opinion leadership in the system
(D) They impede diffusion as they are hard to reach via peer networks

2008

**105.** Why has the hypodermic needle model been largely rejected in modern agricultural extension?

(A) It heavily overestimates the active and cognitive role of farmers in technology decision making
(B) It views farmers as passive and ignores social interactions
(C) It relies far too much on traditional, unstructured indigenous technical knowledge systems
(D) It requires an excessive and highly costly use of informal interpersonal communication

2006

**106.** Classify an individual whose primary structural role is to control the flow of messages into a given communication network.

(A) Star
(B) Isolate
(C) Gatekeeper
(D) Laggard

2016

**107.** Comparing homophilous and heterophilous networks, which statement is most accurate regarding diffusion?

(A) Purely homophilous networks are consistently best for introducing radically new and risky ideas
(B) Homophilous communication networks systematically cause severe technical information distortion
(C) High heterophily ensures extremely rapid and effortless technology adoption without persuasion
(D) Heterophilous links are crucial for introducing new information

2023

**108.** The most relevant method for an extension worker to map out the informal advice-seeking behaviors in a farming community is:

(A) Conducting a sociometric survey
(B) Conducting a soil health assessment
(C) Analyzing market price trends
(D) Reviewing national agricultural policies

2011

**109.** A change agent is best defined as an individual who:

(A) Works to preserve traditional local farming practices
(B) Influences clients' decisions in a direction desired by a change agency
(C) Conducts basic laboratory research without field interaction
(D) Acts as a passive observer of rural agricultural communities

2022

**110.** Which of the following is a primary role of a change agent in extension?

(A) Dictating local government policies
(B) Developing a need for change among clients
(C) Punishing non-adopters
(D) Controlling market prices for agricultural commodities

2014

**111.** The ethical dilemma where a change agent promotes a technology that benefits rich farmers but harms marginal farmers relates to:

(A) The consequences of innovations and social justice
(B) Equality vs. Equity
(C) Freedom of choice vs. Coercion
(D) Technical competence vs. Interpersonal skill

2007

**112.** Identify the correct statement regarding a change agent's success.

(A) Success is dependent on the change agent's

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2006
**130.** Classify the role of a national policy that provides tax incentives for agri-tech startups within the AIS framework.
(A) Research and development component
(B) Extension delivery component
(C) Enabling environment component
(D) Grassroots innovation component

2022
**131.** Comparing AKIS and AIS, which dimension represents the main conceptual expansion in AIS?
(A) The formal inclusion of public extension services
(B) The inclusion of markets and enterprises
(C) The strategic inclusion of formal education systems
(D) A strict and singular focus on technology generation

2007
**132.** Which is the least relevant outcome expected from a well-functioning Agricultural Innovation System?
(A) A highly enhanced and collaborative co-creation of knowledge
(B) Significantly improved adaptive capacity to global climate change
(C) Strengthened and highly reliable market linkages for small farmers
(D) Adherence to outdated top-down models

2019
**133.** In the context of an Agricultural Innovation System (AIS), the "enabling environment" refers to:
(A) The policies, regulations, and norms affecting actor interactions
(B) The highly volatile seasonal weather conditions experienced during the crop growing season
(C) The highly specific and controlled laboratory conditions required for advanced gene editing
(D) The exact physical, geographical, and administrative boundaries of a farming community

2021
**134.** Which of the following is a primary function of multi-stakeholder innovation platforms?
(A) To conduct basic agronomic research in isolation
(B) To enforce formal penal codes and regulations on non-adopting local farmers
(C) To facilitate dialogue and collaboration among diverse actors
(D) To directly distribute free or highly subsidized chemical fertilizers to communities

2008
**135.** A governmental policy simplifying the certification process for organic produce is an intervention primarily aimed at improving the:
(A) Enabling environment
(B) Extension pedagogy
(C) Basic scientific research
(D) Genetic resources

2004
**136.** Identify the correct statement regarding innovation platforms.
(A) They are composed of academic research scientists and directors
(B) They eliminate the need for agricultural markets
(C) They are highly temporary, informal gatherings that dissolve immediately after one meeting
(D) They bridge gaps between researchers, extensionists, farmers, and private actors

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2002
**137.** Identify the INCORRECT statement about the role of policies in AIS.
(A) Credit policies can severely restrict or enable farmer innovation
(B) Intellectual property rights have no impact on technology diffusion
(C) Trade policies influence the market demand for specific agricultural innovations
(D) Policies shape the institutional framework within which AIS actors operate

2005
**138.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Multi-stakeholder innovation platforms are highly effective for addressing complex agricultural challenges like value chain development.
**Reason (R) :** They allow for the integration of diverse perspectives, resources, and expertise from different sectors.
In the context of these statements, which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.

2. Degree to which an innovation is perceived as better than its predecessor
3. Degree to which an innovation may be experimented with on a limited basis
4. Degree to which an innovation is difficult to understand and use

(A) P-1, Q-2, R-3, S-4
(B) P-2, Q-4, R-1, S-3
(C) P-3, Q-1, R-4, S-2
(D) P-2, Q-1, R-4, S-3

2022

**158.** Indigenous Technical Knowledge (ITK) refers to:
(A) Technical and agronomic knowledge imported from developed nations to improve domestic agricultural outputs
(B) Scientific research data generated exclusively within formal university laboratories and academic networks
(C) Traditional local knowledge developed by communities over generations to suit specific ecological conditions
(D) Legally protected and patented industrial technologies owned and distributed by multinational corporations

2023

**159.** Which of the following is a key characteristic of ITK?
(A) It is formally documented and indexed in international peer-reviewed journals
(B) It is orally transmitted and continuously updated based on community experience
(C) It is static, rigid, and resistant to any modifications over historical periods
(D) It relies extensively on synthetic chemical inputs and mechanized equipment

2005

**160.** The process of scientifically testing an ITK practice to confirm its efficacy and safety is known as:
(A) Documentation
(B) Identification
(C) Eradication
(D) Validation

2005

**161.** Identify the correct statement regarding grassroots innovations.
(A) They are high-cost technologies developed exclusively by formal academic research scientists
(B) They are novel tools or practices created by local farmers or artisans to solve immediate problems
(C) They are highly capital-intensive projects requiring substantial external funding and design
(D) They strictly prohibit utilizing locally sourced raw materials or traditional crafting methods

2016

**162.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Documenting ITK is a critical step in biodiversity conservation and sustainable agriculture.
**Reason (R) :** It protects traditional wisdom from being lost and guards against unethical bio-piracy.
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is NOT the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2024

**163.** Which organization in India is prominently known for scouting, documenting, and promoting grassroots innovations?
(A) National Innovation Foundation (NIF)
(B) World Health Organization (WHO)
(C) International Monetary Fund (IMF)
(D) Food and Agriculture Organization (FAO)

2011

**164.** What is the most appropriate method for identifying ITK in a rural community?
(A) Conducting high-precision soil analysis in a certified state laboratory
(B) Consulting modern academic textbooks and international scientific journals
(C) Analyzing multi-spectral satellite imagery and remote sensing datasets
(D) Conducting participatory rural appraisals and interviews with local elders

2018

**165.** When a traditional herbal formulation is tested in a veterinary institute and found to effectively cure mastitis, the process completed is:
(A) Enterprise up-scaling
(B) Scientific validation
(C) Product commercialization
(D) Formulation rejection

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2017

**149.** Identify the INCORRECT statement about innovation brokering.
(A) Brokers are always the primary inventors of the technology
(B) Innovation brokers remain neutral facilitators
(C) Brokers help actors articulate their innovation needs
(D) Brokering involves mediating conflicts between stakeholders

2021

**150.** Given below are two statements: one is labelled as Assertion (A) and the other is labelled as Reason (R).
**Assertion (A) :** Innovation brokers play a critical role in bridging the structural holes in an agricultural network.
**Reason (R) :** They connect disparate groups that possess complementary resources but lack direct communication channels.
In the context of these statements, which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2019

**151.** Which factor is most critical for the successful scaling up of a grassroots innovation?
(A) Keeping the operational details of the innovation entirely confidential
(B) Restricting its application and usage to a single isolated village
(C) Ensuring that the design and operation remain highly complex and technical
(D) Integrating the technology into mainstream government programs and policies

2008

**152.** What is the most appropriate role for an extension agency acting as an innovation broker?
(A) Connecting farmers with financial institutions and market buyers
(B) Dictating crop selection and planting schedules to local growers
(C) Conducting laboratory research on soil chemistry and composition
(D) Competing commercially with local private seed and input dealers

2017

**153.** A successful local water conservation technique is adopted by a national watershed management policy. This is a clear example of:
(A) Discontinuance
(B) Scaling up
(C) Scaling out
(D) Re-invention

2024

**154.** Classify the function: An NGO organizes a workshop to help farmers, scientists, and policy makers agree on research priorities for climate resilience.
(A) Conducting fundamental academic and basic agronomic research
(B) Facilitating demand articulation and institutional networking
(C) Managing commercial product marketing and value chain sales
(D) Enforcing strict government regulatory and policy compliance

2004

**155.** Comparing scaling out and scaling up, which process relies more heavily on changing laws, regulations, and institutional budgets?
(A) Scaling up
(B) Scaling out
(C) Both rely equally on legal changes
(D) Neither requires institutional engagement

2016

**156.** The LEAST relevant skill for an effective innovation broker is:
(A) Professional facilitation and conflict mediation
(B) Complex systems thinking and holistic analysis
(C) Advanced expertise in theoretical quantum physics
(D) Strategic networking and relationship building

2016

**157.** Match the terms related to perceived attributes of innovations in List I with their definitions in List II:
**List I :** (Attributes)
P. Relative advantage
Q. Compatibility
R. Complexity
S. Trialability
**List II :** (Definitions)
1. Degree to which an innovation is consistent with existing values

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2007

**85.** Opinion leadership is defined as the degree to which an individual is able to influence other individuals' attitudes or overt behavior informally in a desired way with:
(A) Relative frequency
(B) Coercive power
(C) Financial incentives
(D) Legal authority

2013

**86.** Which characteristic is typically true of opinion leaders compared to their followers?
(A) They consistently have significantly lower socio-economic status
(B) They are less cosmopolite and highly localized in their networks
(C) They exhibit greater social participation
(D) They are firmly categorized as traditional structural Laggards

2021

**87.** Polymorphic opinion leadership refers to the ability of an individual to:
(A) Lead across a variety of different topics
(B) Provide guidance and lead only in one specific subject area
(C) Enforce organizational rules and regulations very strictly
(D) Change their own personal opinions and decisions frequently

2015

**88.** Identify the correct statement regarding monomorphic opinion leaders.
(A) They are highly influential across many unrelated spheres of life
(B) They are consistently less innovative than their typical followers
(C) They actively avoid informal interpersonal communication channels
(D) Their influence is restricted to one topic

2007

**89.** Which of the following is an INCORRECT statement about the role of opinion leaders in diffusion networks?
(A) They serve as a critical and highly functional link between change agents and the local community
(B) They are too far ahead in innovativeness, causing a breakdown
(C) Their deep conformity to local system norms and values makes them highly credible to their peers
(D) If they actively adopt an innovation, it greatly and rapidly accelerates the overall diffusion rate

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2025

**90.** Consider the following statements about opinion leadership:
I. Opinion leaders are generally more conformist to system norms than innovators.
II. Monomorphic opinion leadership is more common in highly differentiated, modern societies.
III. Change agents can guarantee success by completely ignoring opinion leaders.
IV. Opinion leaders provide informal influence rather than formal authority.
V. Polymorphic opinion leaders influence various aspects like agriculture, health, and politics simultaneously.
Which of the following is the correct combination of statements?
(A) I, II, IV and V
(B) II, III, IV and V
(C) I, III, IV and V
(D) I, II, III and IV

2009

**91.** When a change agent bypasses local opinion leaders and attempts to diffuse a technology directly to the masses, the most likely exception to failure would be:
(A) The promoted agricultural technology is inherently highly complex and extremely risky
(B) The target farming community is highly cohesive and traditional
(C) The introduced innovation requires widespread community consensus before use
(D) The innovation provides an immediate, easily observable benefit

2024

**92.** What is the most appropriate technique for a change agent to identify opinion leaders in a village?
(A) Asking village members who they go to for advice
(B) Selecting the wealthiest and most resource-rich individual in the area
(C) Appointing the formal village headman or recognized government official
(D) Conducting a randomized lottery among all registered agricultural landholders

2011
**166.** Classify a low-cost, manually operated groundnut digger designed by a local blacksmith using scrap metal.
(A) Advanced mechanized innovation
(B) Imported technology
(C) Grassroots innovation
(D) Basic scientific research

2021
**167.** Comparing ITK and formal scientific knowledge, which statement is generally true?
(A) ITK is systematically documented and published; formal scientific knowledge is strictly oral
(B) ITK demands high financial investment; formal scientific knowledge operates with minimal capital
(C) There is no functional overlap or cooperative potential between these two distinct platforms
(D) ITK is holistic and context-specific; formal scientific knowledge is reductionist and generalizable

2021
**168.** Which is the LEAST relevant challenge in upscaling grassroots innovations?
(A) Excessive promotional marketing by major multinational corporations
(B) Persistent lack of standardization and strict quality control measures
(C) Insufficient access to external venture capital and broad consumer markets
(D) Complex intellectual property rights and patent registration issues

2007
**169.** Privatization of extension services refers to:
(A) The government permanently acquiring and managing private chemical and seed supply corporations
(B) Transferring the ownership and delivery of public extension services to private organizations
(C) Banning private agribusiness corporations from interacting directly with agricultural producers
(D) Ensuring agricultural extension services are made available to all rural citizens for free

2021
**170.** Which of the following is a major rationale for the privatization of agricultural extension?
(A) To deliberately increase the operational and financial burden on the state treasury
(B) To enhance efficiency, accountability, and financial sustainability of the program
(C) To ensure that commercial scale operators receive no technical agricultural support
(D) To systematically phase out and eventually eliminate agricultural export commodities

2005
**171.** Fee-based extension services operate on the principle that:
(A) Agricultural information is a private economic commodity for which clients must pay
(B) Agricultural knowledge is a fundamentally free and non-excludable public good
(C) The state government should financially compensate farmers for attending training sessions
(D) Extension professionals should pay growers to adopt newly recommended technologies

2015
**172.** Identify the correct statement regarding commercialization of extension.
(A) It guarantees equal and completely subsidized access for highly resource-poor and marginal landholders
(B) It relies exclusively on the unpaid labor of rural community volunteers and local social workers
(C) It shifts attention toward high-value crops and business lines where clients are able to pay fees
(D) It strictly prohibits public and private agents from adopting modern digital telecommunications

2021
**173.** Identify the INCORRECT statement about privatized extension systems.
(A) They tend to be more demand-driven and client-oriented
(B) They may neglect resource-poor and marginal farmers who cannot afford the fees
(C) They often utilize cost-recovery mechanisms
(D) They focus equally on all types of farmers regardless of their paying capacity

2018
**174.** Match the stages of the innovation-decision process in List I with their descriptions in List II:
**List I :** (Stages)
P. Knowledge
Q. Persuasion
R. Decision

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4. Profit-driven, often embedded with input sales

(A) P-1, Q-2, R-3, S-4
(B) P-3, Q-1, R-4, S-2
(C) P-3, Q-4, R-1, S-2
(D) P-2, Q-3, R-1, S-4

2019

**211.** The phenomenon where public extension, private input dealers, and NGOs operate in the same district without coordination leads to:
(A) Serious duplication of efforts and conflicting advisor messages
(B) Perfect institutional synergy and zero field resource wastage
(C) The immediate and sustainable economic eradication of poverty
(D) Total and rapid withdrawal of rural farmers from cultivation

2006

**212.** What is the most appropriate mechanism to resolve coordination issues in a pluralistic extension system?
(A) Outlawing and banning all active non-governmental service providers
(B) Making it strictly illegal for private firms to offer technical advice
(C) Privatizing all operational public agricultural research institutions
(D) Creating multi-stakeholder platforms with clearly defined partner roles

2005

**213.** An initiative where a state government funds a private tech company to develop and deploy an AI-based pest diagnostic app for farmers is an example of:
(A) Purely private extension model
(B) Public-Private Partnership (PPP)
(C) NGO-led grassroots mobilization
(D) Local Self-Help Group activity

2013

**214.** Classify the role of an SHG federation that aggregates members' produce to sell directly to a supermarket chain.
(A) Basic laboratory research and development
(B) National regulatory policy enforcement
(C) Collective marketing and value chain support
(D) Monomorphic traditional opinion leadership

2017

**215.** Comparing the comparative advantages of actors in a pluralistic system, NGOs generally have a stronger advantage than private corporations in:
(A) Developing patented and genetically modified commercial seeds
(B) Investing massive capital into physical storage infrastructure
(C) Generating high profit margins and short-term financial returns
(D) Organizing communities and building trust among poor farmers

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2008

**216.** Which of the following is the LEAST relevant outcome of promoting FPOs?
(A) To increase the overall physical fragmentation of holdings
(B) To achieve economies of scale during agricultural procurement
(C) To enhance collective grower bargaining power in market sales
(D) To facilitate improved access to formal credit and advice

2021

**217.** Stakeholder analysis in agricultural programs is primarily conducted to:
(A) Calculate and predict the precise physical crop yield of a field project
(B) Identify system actors, mapping out their program interests and influence
(C) Distribute corporate financial dividends directly to agricultural investors
(D) Delineate and map the geographical and ecological boundaries of a watershed

2017

**218.** A linkage matrix is a tool used to:
(A) Measure and quantify complex chemical or molecular bonds within a soil sample
(B) Map, analyze, and visualize interactions among various actors in a system
(C) Calculate the mathematically optimal sowing and planting depth for crop seeds
(D) Track and audit the daily field attendance schedules of extension agents

2012

**219.** Strategic partnerships in agriculture are formed primarily to:
(A) Achieve shared goals by pooling resources and risks among different partners
(B) Create market monopolies and systematically eliminate commercial competition
(C) Transfer all operational financial liabilities onto a single weaker partner
(D) Constructively bypass national environmental laws and agricultural policies

provided financial subsidies for cultivation
(C) The practice of abandoning rural farming entirely to secure urban industrial jobs
(D) Applying business skills and innovation to agricultural sectors to generate profits

2005
**184.** Identify the correct statement regarding the role of extension in value chain development.
(A) Extension facilitates linkages among growers, processors, and target markets
(B) Extension agents focus entirely on traditional pre-harvest agronomic practices
(C) Extension institutions strictly regulate retail commodity prices in supermarkets
(D) Extension agencies discourage farmers from establishing formal producer cooperatives

2019
**185.** Identify the INCORRECT statement about market-led extension.
(A) It shifts the focus from "production-led" to "market-driven"
(B) It assumes that higher yield automatically guarantees higher income
(C) Information regarding market trends, grading, and post-harvest handling is critical
(D) It requires extension workers to upgrade their skills in economics and marketing

2001
**186.** Match the adopter categories in List I with their corresponding percentages under a normal distribution curve in List II:
**List I :** (Adopter Categories)
P. Innovators
Q. Early Adopters
R. Early Majority
S. Laggards
**List II :** (Percentages)
1. 2.5%
2. 13.5%
3. 16%
4. 34%
(A) P-2, Q-1, R-3, S-4
(B) P-1, Q-2, R-4, S-3
(C) P-1, Q-3, R-2, S-4
(D) P-3, Q-4, R-1, S-2

2011
**187.** The failure of farmers to sell a bumper crop of tomatoes due to a sudden price crash highlights the necessity of:
(A) Market intelligence and market-led extension
(B) Reverting strictly to traditional seed varieties
(C) Substantially increasing fertilizer applications
(D) Completely banning commercialized agriculture

2004
**188.** What is the most appropriate intervention an extension agent can make to promote agri-preneurship among rural youth?
(A) Advising rural youths to migrate to urban centers in search of wage labor
(B) Forcing young farmers to cultivate low-value traditional subsistence crops
(C) Facilitating training in value addition, agribusiness, and start-up capital
(D) Distributing free high-toxicity chemical pesticides and artificial fertilizers

2016
**189.** Forward linkages in an agricultural value chain refer to connections between the farmer and:
(A) Certified local seed suppliers
(B) Rural agricultural credit agencies
(C) Chemical fertilizer manufacturers
(D) Downstream processors and consumers

2017
**190.** Classify the activity of establishing a primary processing unit for raw turmeric at the village level.
(A) Traditional subsistence farming
(B) Basic laboratory academic research
(C) Value addition and agri-preneurship
(D) Unfair monopolistic exploitation

2009
**191.** Comparing traditional extension and market-led extension, traditional extension historically measured success primarily through:
(A) The overall net economic profit realized by individual farmers
(B) Total crop yield volume and technological adoption rates
(C) The logistical efficiency of the commercial export supply chain
(D) The absolute number of newly registered agribusiness start-ups

2024
**192.** Which of the following is the LEAST relevant tool for market-led extension?
(A) Mobile-based real-time market price warning systems
(B) Structured training modules on crop grading and packaging
(C) Organizing regional buyer-seller networking

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meetings
(D) Testing kits designed for deep sub-soil geological profiling

2014
**193.** The Farmer Field School (FFS) approach was originally developed to promote:
(A) Integrated Pest Management (IPM)
(B) High-yielding hybrid crop seeds
(C) Mechanized agricultural harvesting
(D) Deep-sea maritime capture fishing

2007
**194.** A core principle of the Farmer Field School (FFS) approach is:
(A) Farmers are passive recipients of expert lectures
(B) Learning is strictly theoretical and classroom-based
(C) The field is the primary learning resource
(D) The extension agent makes all field decisions

2014
**195.** Participatory Technology Development (PTD) is a process where:
(A) Farmers and scientists collaborate to test and adapt localized technologies
(B) Scientists develop laboratory tools and mandate absolute compliance by growers
(C) Private agribusiness companies rapidly patent and restrict indigenous seed stocks
(D) Centralized public policy makers determine agricultural research agendas alone

2023
**196.** Identify the correct statement regarding group-led extension approaches.
(A) They require higher long-term cost per capita than face-to-face methods
(B) They are inherently ineffective when applied in traditional rural cultures
(C) They actively block the development of formal producer organizations
(D) They foster peer-to-peer learning, group cooperation, and social capital

2025
**197.** Identify the INCORRECT statement about the FFS methodology.
(A) It relies on experiential learning and agro-ecosystem analysis (AESA)
(B) It is a top-down, message-driven transfer of technology
(C) The facilitator acts as a guide rather than a traditional teacher
(D) The curriculum spans the entire crop cycle from seed to seed

2009
**198.** Match the communication network roles in List I with their correct descriptions in List II:
**List I :** (Roles)
P. Isolate
Q. Liaison
R. Bridge
S. Gatekeeper
**List II :** (Descriptions)
1. Links two cliques but belongs to neither
2. Controls the flow of information into a network
3. Interacts with few or no other members
4. Belongs to one clique and links it to another
(A) P-1, Q-3, R-2, S-4
(B) P-3, Q-4, R-1, S-2
(C) P-3, Q-1, R-4, S-2
(D) P-4, Q-2, R-3, S-1

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2025
**199.** When farmers in an FFS regularly observe crop conditions, insect populations, and weather to make management decisions, they are conducting:
(A) Structural sociometric analysis
(B) Long-term ex-post evaluation
(C) Analytical econometric modeling
(D) Agro-Ecosystem Analysis (AESA)

2014
**200.** What is the most appropriate reason for an extension system to shift towards farmer-led approaches?
(A) To empower growers, maximize local relevance, and enhance program sustainability
(B) To artificially inflate the total administrative staff size of public agencies
(C) To concentrate and centralize strategic administrative authority in capital cities
(D) To mandate strict agricultural compliance with synthetic fertilizer chemical plans

2001
**201.** A group of farmers sets up trial plots to compare a local variety with a new hybrid under different watering regimes, assisted by a researcher. This exemplifies:
(A) Public mass media broadcasting
(B) Participatory Technology Development
(C) Top-down industrial transfer models
(D) Strict legal mandate enforcement

2014

**202.** Classify an extension intervention where selected local farmers are trained to become "Lead Farmers" who then train their peers.
(A) Traditional hypodermic needle model
(B) Peer farmer-to-farmer extension model
(C) Top-down command and control model
(D) Standardized pure privatization model

2014

**203.** Comparing conventional demonstration plots managed by extension agents with FFS plots, FFS plots emphasize:
(A) Discovery-based learning by the farmers themselves
(B) Delivering perfect and risk-free agronomic results
(C) High structural dependence on imported inputs
(D) Restricting farmer involvement until crop harvest

2015

**204.** Which of the following is the LEAST relevant outcome of a successful Farmer Field School?
(A) Substantial increase in farmer self-confidence and diagnostic skills
(B) Creation of highly cohesive and cooperative producer networks
(C) Absolute dependence on extension agents for daily farm decisions
(D) Systematic optimization of chemical inputs, especially pesticides

2025

**205.** Pluralistic extension systems are characterized by:
(A) A single monopolistic public agency managing all provincial agricultural advisory services
(B) The total institutional abolishment of public sector agricultural extension services
(C) Educational extension services delivered exclusively by external international entities
(D) The coexistence of multiple service providers from public, private, and NGO sectors

2023

**206.** Public-Private Partnerships (PPP) in agricultural extension aim to:
(A) Establish exclusive marketing monopolies for large multinational input and seed suppliers
(B) Completely eliminate public sector and state regulatory involvement in rural development
(C) Combine resources of public and private entities to improve local service delivery
(D) Restrict smallholder agricultural producers from directly accessing competitive markets

2014

**207.** Non-Governmental Organizations (NGOs) typically engage in extension by focusing on:
(A) Enforcing national agrarian tax laws and commercial trade policies
(B) Local grassroots mobilization, equity, and serving many marginal communities
(C) Maximizing long-term corporate shareholder and agribusiness profit margins
(D) Conducting highly advanced chemical and genetic sequencing in laboratories

2007

**208.** Identify the correct statement regarding Farmer Producer Organizations (FPOs).
(A) They are profit-driven private multinational companies focused strictly on trade
(B) They are purely government regulatory agencies responsible for agricultural taxation
(C) They operate in complete isolation from modern commercial agricultural supply chains
(D) They are farmer-owned collectives designed to improve bargaining power and services

2025

**209.** Identify the INCORRECT statement about Self-Help Groups (SHGs) in agriculture.
(A) They are completely ineffective for delivering agricultural advisory services
(B) They are typically composed of small, highly homogenous neighborhood groups
(C) They depend extensively on accumulated internal savings and member loans
(D) They can be easily connected to commercial banks to secure credit options

2009

**210.** Match the organizational models in List I with their primary characteristics in List II:
**List I :** (Models)
P. Public Extension
Q. Private Corporate Extension
R. NGO Extension
S. FPO
**List II :** (Characteristics)
1. Focus on marginalized groups and social mobilization
2. Collective bargaining and member-owned business operations
3. Broad-based delivery of public goods and policies

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(C) It aims to adapt and build resilience to climate change
(D) It aims to reduce and/or remove greenhouse gas emissions, where possible

2003

**246.** Consider the sequence of steps for implementing a community-based climate adaptation plan. Which is the correct sequence of selection?
(A) Implement interventions → Assess vulnerabilities → Monitor outcomes → Identify climate risks
(B) Monitor outcomes → Implement strategies → Assess vulnerabilities → Identify risks
(C) Identify climate risks → Assess local vulnerabilities and capacities → Prioritize adaptation strategies → Implement and monitor
(D) Assess capacities → Monitor outcomes → Identify risks → Implement strategies

2017

**247.** The inability of a coastal farming community to recover from repeated saline intrusions due to cyclones is an indicator of:
(A) Exceptional community ecological resilience
(B) Significant external state advisory support
(C) High technological relative advantage level
(D) High vulnerability and low adaptive capacity

2023

**248.** What is the most appropriate use of Information and Communication Technology (ICT) by extension agents for climate adaptation?
(A) Sending targeted, real-time agro-met advisories and warnings to farmers' mobile phones
(B) Broadcasting commercial international sports entertainment matches to rural community centers
(C) Storing confidential internal personnel files in central public computer databases
(D) Promoting intensive chemical input packages to global agricultural production sectors

2023

**249.** A shift from flood irrigation to drip irrigation in a drought-prone area serves primarily as a mechanism for:
(A) Enhancing personal household social prestige
(B) Climate adaptation and resource use efficiency
(C) Artificially elevating greenhouse gas emissions
(D) Systematically promoting local soil erosion

2018

**250.** Classify an intervention where an extension program helps farmers transition from agriculture to off-farm rural enterprises because their land has permanently degraded due to climate change.
(A) Incremental crop adaptation
(B) Transformational adaptation
(C) Destructive maladaptation
(D) Greenhouse gas mitigation

2019

**251.** Comparing mitigation and adaptation in agriculture, mitigation focuses on:
(A) Reducing greenhouse gas emissions and enhancing carbon sinks
(B) Adjusting crop production to severe effects of climate change
(C) Constructing concrete emergency cyclone shelters in villages
(D) Breeding and distributing high-yield drought-tolerant seeds

NODIA

2006

**252.** Which of the following is the LEAST relevant institutional strategy for building climate resilience?
(A) Promoting subsidized weather-index crop insurance schemes to growers
(B) Establishing community seed banks for resilient local traditional varieties
(C) Centralizing all agricultural decision-making in a distant capital city
(D) Strengthening local district-level meteorological forecasting capabilities

2010

**253.** Nutri-sensitive agriculture is an approach that seeks to:
(A) Maximize the total caloric yield of simple staple crops like grain wheat
(B) Use high-dosage chemical nitrogen inputs to artificially green plant leaves
(C) Eliminate animal husbandry and livestock farming from rural agricultural lands
(D) Promote production of diverse, nutrient-rich foods to improve dietary quality

2001

**254.** Agri-tourism is a niche extension domain defined as:
(A) Sending local farmers to foreign nations on travel tours to study agrarian methods
(B) Multinational tourism corporations buying out all arable crop and agricultural land
(C) Running commercial activities on working farms to attract recreational visitors

2023

**220.** Identify the correct statement regarding stakeholder influence/interest matrices.
(A) Stakeholders with low influence and low interest must dictate overall project goals
(B) This matrix tool is applicable exclusively to pure laboratory or biological studies
(C) Stakeholders with high influence and high interest must be managed very closely
(D) Highly influential actors in this matrix are always represented by local farmers

2021

**221.** Identify the INCORRECT statement about linkage mechanisms.
(A) Structured joint planning meetings constitute standard structural linkages
(B) Shared funding tools serve as links between research and extension
(C) Inter-departmental staff rotation enhances functional system linkages
(D) Linkages must be strictly formal; informal social networks are useless

2022

**222.** Match the linkage mechanisms in List I with their correct examples in List II:
**List I :** (Linkage Mechanisms)
P. Structural Linkage
Q. Financial Linkage
R. Informational Linkage
S. Human Resource Linkage
**List II :** (Examples)
1. Joint funding of a research project
2. Sharing a centralized database of farmer queries
3. Creating a formal joint coordination committee
4. Secondment or rotation of staff between organizations
(A) P-1, Q-2, R-3, S-4
(B) P-3, Q-2, R-1, S-4
(C) P-3, Q-1, R-2, S-4
(D) P-2, Q-3, R-4, S-1

2021

**223.** The failure of a new technology introduced by a research institute because it did not consult the extension department or the input dealers represents a failure in:
(A) Conducting fundamental academic genetic research
(B) Managing institutional linkage and stakeholder engagement
(C) Monitoring local environmental weather forecasting
(D) Securing official international patent registration

NODIA

2006

**224.** What is the most appropriate first step in conducting a stakeholder analysis for a new irrigation project?
(A) Evaluating the long-term environmental and biological impact of the finished canal
(B) Purchasing heavy mechanical construction tools and raw building materials in bulk
(C) Assigning specific operational tasks to field technicians and local sub-contractors
(D) Brainstorming and listing all individuals who affect or are affected by the project

2002

**225.** A linkage matrix reveals a "missing link" between local credit cooperatives and farmer groups. This indicates:
(A) A structural hole that should be resolved by an innovation broker
(B) A highly resilient and robust functional agricultural innovation system
(C) A clear indication that financial credit is not needed by smallholders
(D) Evidence that agricultural producer groups are exceptionally influential

2019

**226.** Classify an agreement where a public university provides disease-resistant parent lines to a private seed company, which then multiplies and markets the seeds globally, sharing royalties.
(A) Exploitative monopolistic market practice
(B) Unplanned indigenous grassroots innovation
(C) Strategic public-private partnership
(D) Unethical and illegal bio-piracy incident

2006

**227.** Comparing formal and informal linkages, informal linkages are typically:
(A) Founded on personal networks, trust, and social interactions
(B) Strictly mandated by regional laws and written business contracts
(C) Heavily and consistently funded by administrative state budgets
(D) Extremely slow, hierarchical, and deeply bureaucratic in nature

2006

**228.** Which of the following is the LEAST relevant outcome of establishing strong strategic partnerships?

S. Confirmation

**List II :** (Descriptions)

1. Adopter seeks reinforcement and may reverse the choice
2. Adopter forms a favorable or unfavorable attitude
3. Adopter learns of the innovation's existence
4. Adopter engages in activities leading to adoption or rejection

(A) P-2, Q-3, R-1, S-4
(B) P-1, Q-4, R-2, S-3
(C) P-3, Q-2, R-4, S-1
(D) P-4, Q-1, R-3, S-2

2017

**175.** The implementation of a voucher system where government provides vouchers to farmers to hire private extension consultants is a mechanism of:
(A) Traditional and fully public extension services
(B) Publicly funded and privately delivered extension
(C) Decentralized bottom-up municipal agricultural planning
(D) Complete state-owned monopolistic service delivery

2010

**176.** What is the most likely consequence of completely privatizing extension services in a developing nation dominated by subsistence farming?
(A) Rapid and universal adoption of advanced precision agriculture and smart digital tools
(B) Rapid growth leading to the complete and sustainable eradication of rural poverty
(C) Drastic reductions in cash crop cultivation in favor of local subsistence crops
(D) Exclusion of smallholders from crucial advisory networks and widening inequality

2012

**177.** A private seed company providing free agronomic advice to farmers who purchase their hybrid seeds is an example of:
(A) Embedded extension services
(B) Paid fee-for-service consulting
(C) State-funded public extension
(D) Civic-minded NGO-led extension

2018

**178.** Classify a model where a cooperative charges its members a small annual subscription to retain an exclusive agronomist.
(A) Centralized public sector extension
(B) Direct state government mandate policy
(C) Farmer-led, fee-based group extension
(D) Externally funded subsidy extension

2001

**179.** Comparing public and private extension, public extension is generally better suited for:
(A) Delivering broad, non-excludable public goods such as natural resource conservation
(B) Promoting highly profitable, proprietary agricultural technologies and corporate inputs
(C) Maximizing direct financial cost-recovery from participating agricultural producers
(D) Serving large, well-resourced corporate agricultural estates and export operations

2008

**180.** Which argument is LEAST relevant in supporting the privatization of extension?
(A) Substantially reducing government fiscal budget deficits
(B) Improving the timeliness and local relevance of advice
(C) Enhancing field agent accountability to the paying clients
(D) Ensuring free information access for the poorest laborers

2010

**181.** Market-led extension emphasizes:
(A) Increasing overall farm production metrics regardless of current buyer demand
(B) Guiding farmers to produce based on market demands, standards, and profitability
(C) Eliminating commercial supply chain middlemen by completely banning local markets
(D) Directing technical advisory resources exclusively toward rural subsistence farming

2022

**182.** Agricultural value chain encompasses:
(A) The localized activities limited strictly to crop planting and field harvesting stages
(B) The physical chains and mechanical tools utilized to secure heavy on-farm machinery
(C) All activities bringing a product from conception through processing to consumers
(D) The administrative and professional hierarchy of scientists in a research laboratory

2016

**183.** Agri-preneurship is best defined as:
(A) The traditional practice of bartering crops and livestock in local rural markets
(B) The long-term reliance on government-

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to grow vegetables, but lacks "control" if she cannot:
(A) Legally irrigate and water the growing plants
(B) Physically harvest the mature green vegetables
(C) Manually weed and clear the household garden
(D) Sell the land or change its primary crop use

2023
**238.** Classify a project that specifically provides micro-credit to women's groups to start dairy enterprises, recognizing their traditional role in livestock care but lack of financial capital.
(A) Completely gender-blind structural intervention
(B) Institutional male-biased local intervention
(C) Inclusive gender-responsive design intervention
(D) Highly resource-detrimental local intervention

2018
**239.** Comparing practical gender needs and strategic gender interests, strategic interests refer to:
(A) Immediate daily household necessities such as water, clean food, and basic healthcare
(B) Long-term goals aimed at shifting power balances and achieving legal gender equity
(C) Short-term access to inputs like chemical fertilizers and improved hybrid crop seeds
(D) Daily domestic labor obligations and childcare responsibilities within the family

2015
**240.** Which of the following is the LEAST relevant indicator for evaluating the success of a gender mainstreaming program in extension?
(A) Increase in the percentage of women adopting new technologies
(B) Improvement in women's participation in decision-making bodies
(C) Reduction in the gender gap regarding access to credit
(D) The total number of tractors imported by the country

2007
**241.** Climate change adaptation in agriculture involves:
(A) Adjusting farming methods to minimize environmental damages and cope with weather changes
(B) Halting all agricultural production and rural cultivation programs permanently to cut carbon
(C) Increasing greenhouse gas emissions to artificially accelerate commercial plant growth rates
(D) Denying that long-term weather patterns or seasonal temperatures are changing globally

2008
**242.** Community resilience in the face of climate change is best defined as:
(A) A rural community's total and long-term reliance on external emergency food aid programs
(B) The physical load capacity and structural engineering strength of basic concrete rural canals
(C) The capacity of a community to withstand and recover from climate shocks and stresses
(D) A rigid adherence to traditional cultivation practices regardless of changes in weather patterns

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2001
**243.** Which of the following is a key extension strategy for enhancing climate resilience?
(A) Facilitating the local adoption of Climate-Smart Agriculture (CSA) methodologies
(B) Promoting intensive regional monoculture of high-water-demanding commodity crops
(C) Advising rural growers to completely ignore scientific satellite weather forecasting
(D) Encouraging systematic forest clearing and deforestation for commercial farm expansion

2003
**244.** Identify the correct statement regarding extension's role in climate change.
(A) Extension must focus entirely on short-term crop yields, ignoring long-term sustainability
(B) Extension institutions maintain absolutely no functional role in rural disaster risk reduction
(C) Climate adaptation remains a laboratory molecular biology issue, not an advisory extension one
(D) Extension serves as a vital bridge translating climate warning data into actionable advice

2012
**245.** Identify the INCORRECT statement about Climate-Smart Agriculture (CSA).
(A) It aims to sustainably increase agricultural productivity and incomes
(B) It strictly prohibits the use of indigenous technical knowledge

(A) Efficient pooling of complementary resources
(B) Highly synergistic technical problem solving
(C) Enhanced capacity to scale up new innovations
(D) Increased isolation of participating institutions

2009

**229.** Gender mainstreaming in agricultural extension refers to:
(A) Restricting extension and development programs exclusively to female farmers
(B) Integrating gender perspectives into the planning and execution of all activities
(C) Hiring only male agricultural extension workers for local outreach programs
(D) Ignoring all gender differences to deliver identical services to every client

2015

**230.** A gender analysis framework in agriculture is primarily used to understand:
(A) The specific biological and genetic differences among traditional plant varieties
(B) The chemical and nutritional composition of daily household diets in rural areas
(C) The socially constructed roles, resources access, and constraints of men and women
(D) The historical statistical distribution of overall crop yields in target districts

2004

**231.** The Harvard Analytical Framework, commonly used in gender analysis, emphasizes:
(A) The complex mathematical calculation of overall national GDP
(B) The physical architectural design of provincial extension offices
(C) Scientific crop genomic and cellular genetic inheritance patterns
(D) Detailed gendered activity profiles and resource access profiles

2001

**232.** Identify the correct statement regarding women's role in agriculture in developing nations.
(A) Women provide crucial agricultural labor but have less resource access than men
(B) Women contribute minimally to overall physical agricultural labor in developing zones
(C) Women legally own and control the vast majority of arable agricultural land globally
(D) Women maintain completely equal access to extension training services across nations

2008

**233.** Identify the INCORRECT statement about gender-sensitive extension.
(A) It recognizes that men and women have different crop technology preferences
(B) It assumes the male head of household will share info with all family members
(C) It schedules extension meetings at times suitable for women's busy routines
(D) It employs female field agents to connect with women in secluded societies

2022

**234.** Consider the sequence of steps for conducting a gender analysis using a standard framework. Which is the correct order of sequence selection?
(A) Design intervention → Collect gender-disaggregated data → Analyze roles → Assess impact
(B) Collect gender-disaggregated data → Analyze roles and resource access → Identify constraints → Design targeted intervention
(C) Analyze roles → Design intervention → Collect gender-disaggregated data → Identify constraints
(D) Identify constraints → Assess impact → Analyze roles → Collect gender-disaggregated data

2022

**235.** The phenomenon where agricultural machinery is designed based on the ergonomics of an average male, causing difficulties for female operators, is an issue of:
(A) Gender-blind technology development
(B) Gender-neutral product design
(C) Direct female empowerment paths
(D) Localized grassroots innovation

2012

**236.** What is the most appropriate extension strategy to reach women farmers in a highly patriarchal society where male-female interaction is restricted?
(A) Organizing massive community rallies led exclusively by male agents
(B) Neglecting female growers entirely because they rarely hold land titles
(C) Recruiting female field agents and leveraging local women's groups
(D) Printing and distributing highly complex technical manuals in English

2016

**237.** In the context of access vs. control over resources, a woman might have "access" to a piece of land

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(D) Creating commercial virtual reality tours of simulated historical agricultural fields

2012

**255.** Urban and peri-urban agriculture refers to:
(A) Farming systems situated exclusively within isolated remote areas
(B) Growing crops and raising livestock within and around urban areas
(C) Designing high-rise urban skyscrapers using sustainable plant materials
(D) Implementing absolute legal prohibitions of farming within city limits

2007

**256.** Identify the correct statement regarding biofortification.
(A) It adds essential synthetic vitamins to foods during post-harvest factory processing
(B) It relies completely on synthetic chemical nutrient sprays applied after the harvest
(C) It deliberately reduces the biological bioavailability of vital trace nutrients
(D) It involves breeding food crops to increase their intrinsic nutritional content

2006

**257.** Identify the INCORRECT statement about urban agriculture.
(A) It faces no constraints regarding water quality or land tenure
(B) It contributes to urban food security and dietary diversity
(C) It utilizes limited space, often employing techniques like hydroponics or vertical farming
(D) It can assist in recycling urban organic waste

2018

**258.** Determine the correct order of sequence arrangement for developing an agri-tourism enterprise:
I. Assess farm assets and local tourism potential
II. Design visitor experiences and infrastructure
III. Market the enterprise to target demographics
IV. Ensure legal, liability, and regulatory compliance
(A) I, II, IV, III
(B) II, I, III, IV
(C) I, IV, II, III
(D) IV, I, II, III

2017

**259.** A significant challenge in promoting nutri-sensitive agriculture compared to conventional agriculture is:
(A) It shifts success metrics from simply "yield per hectare" to "nutrition"
(B) It relies exclusively on planting a single, high-yield engineered crop variety
(C) It systematically and inherently reduces regional genetic and field biodiversity
(D) It completely and strictly prohibits utilizing traditional or indigenous crops

2007

**260.** What is the most appropriate extension intervention to promote dietary diversity among rural households?
(A) Subsidizing intensive monocultures of non-food cash crops for export markets
(B) Actively discouraging the consumption of highly nutritious wild green vegetables
(C) Focusing outreach efforts strictly on large-scale post-harvest field machinery
(D) Promoting diverse homestead nutritional kitchen gardens containing mixed crops

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2007

**261.** The integration of livestock, aquaculture, and horticulture in peri-urban areas is primarily driven by:
(A) The availability of massive expanses of low-cost rural land holdings
(B) Close physical proximity to high-demand urban consumer markets for fresh produce
(C) The complete environmental absence of industrial pollution within major cities
(D) A total developmental lack of functional regional transportation infrastructure

2004

**262.** Classify a program that trains farmers to cultivate medicinal mushrooms for sale to city restaurants while allowing tourists to harvest their own.
(A) Fundamental academic research in basic agronomy
(B) Low-yield traditional family subsistence farming
(C) Combined urban farming, value addition, and tourism
(D) Purely public non-excludable agricultural services

2002

**282.** By establishing multi-stakeholder innovation platforms and public-private partnerships, extension systems directly address:
(A) SDG 3 (Good Health and Well-being)
(B) SDG 11 (Sustainable Cities and Communities)
(C) SDG 16 (Peace, Justice and Strong Institutions)
(D) SDG 17 (Partnerships for the Goals)

2009

**283.** The failure to align national agricultural extension targets with global SDGs most likely results in:
(A) Unsustainable resources and loss of international development funding
(B) Unprecedented and exponential industrial economic growth across sectors
(C) Immediate and complete physical attainment of global zero hunger targets
(D) Significantly enhanced international political and economic cooperation

2010

**284.** What is the most appropriate way an extension system can contribute to SDG 12 (Responsible Consumption and Production)?
(A) Encouraging maximum application of non-regulated synthetic chemical fertilizers
(B) Mandating agricultural growers to dump visually imperfect but nutritious crops
(C) Promoting post-harvest loss reduction and sustainable circular farming systems
(D) Ordering the complete and immediate halt of all global food production systems

2018

**285.** A project promoting solar-powered irrigation pumps directly synergizes agricultural production (SDG 2) with:
(A) SDG 4 (Quality Education)
(B) SDG 7 (Affordable and Clean Energy)
(C) SDG 10 (Reduced Inequalities)
(D) SDG 16 (Peace, Justice and Strong Institutions)

2017

**286.** Classify an extension initiative that focuses entirely on training coastal communities in sustainable aquaculture and mangrove restoration.
(A) Alignment with SDG 4 (Quality Education)
(B) Alignment with SDG 7 (Clean Energy)
(C) Alignment with SDG 11 (Sustainable Cities)
(D) Alignment with SDG 14 (Life Below Water)

2001

**287.** Comparing the Millennium Development Goals (MDGs) and the SDGs, the SDGs are generally more:
(A) Narrowly and exclusively focused on developing nations
(B) Comprehensive and universally applicable to all nations
(C) Exclusively centered on industrial factory manufacturing
(D) Short-term and narrow in their target timeframes

2011

**288.** Which of the following is the LEAST relevant extension activity for achieving SDG 13 (Climate Action)?
(A) Disseminating drought-resistant crop varieties
(B) Training farmers in carbon sequestration techniques like agroforestry
(C) Setting up local weather monitoring advisory networks
(D) Promoting the burning of crop residues to clear fields quickly

2004

**289.** Demand-driven extension models differ from traditional supply-driven models primarily by:
(A) Basing services directly on the expressed needs and priorities of farmers
(B) Delivering only the specific topics that laboratory academic researchers wish to study
(C) Eliminating all active scientific technology generation and academic inquiry
(D) Providing technical training and resource assistance only to elite wealthy farmers

2004

**290.** Bottom-up planning in agricultural extension involves:
(A) Implementing strategic plans designed solely by high-level national administrators
(B) Scientists dictating academic research agendas without consulting local growers
(C) Engaging farmers at grassroots levels to identify priorities and formulate plans
(D) Deliberately ignoring all local traditional indigenous knowledge and practices

2008

**291.** Accountability mechanisms in extension refer to:
(A) Systems ensuring providers are answerable to farmers for service quality
(B) Enforcing strict legal punishments on

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2024
**272.** What is the most appropriate interpretation of the "vulnerability context" in the SLA framework?
(A) The physical or genetic weakness inherent to a specific modern hybrid crop variety
(B) The lack of high-level formal academic education among smallholder field growers
(C) The gradual mechanical wear and physical degradation of critical tractor engines
(D) External trends, shocks, and seasonality factors over which people have no control

2023
**273.** A community establishes a local seed bank and a water sharing cooperative. This primarily strengthens their:
(A) Natural and Social Capital
(B) Financial and Human Capital
(C) Physical Capital only
(D) Human Capital only

2024
**274.** Classify the asset: "A farmer's access to a government-subsidized crop insurance scheme."
(A) Natural Capital
(B) Physical Capital
(C) Financial Capital
(D) Human Capital

2002
**275.** Comparing the five capitals, which statement best captures their interaction in the SLA framework?
(A) They are highly interdependent, where alterations in one asset directly affect others
(B) They are entirely isolated domains that never influence or transform into one another
(C) Human physical capital remains the sole resource required for direct household survival
(D) Natural ecological capital can never be systematically converted into liquid financial assets

2018
**276.** Which of the following is the LEAST relevant component when analyzing "Transforming Structures and Processes" in SLA?
(A) Formal national agricultural crop trade policies
(B) Traditional cultural norms regarding land inheritance
(C) The presence of functional local governance institutions
(D) The specific color of provincial extension office walls

2002
**277.** The UN Sustainable Development Goals (SDGs) are a collection of how many global goals?
(A) 8
(B) 15
(C) 17
(D) 21

2015
**278.** Which SDG is most directly linked to the core mission of agricultural extension regarding ending hunger, achieving food security, and promoting sustainable agriculture?
(A) SDG 1
(B) SDG 2
(C) SDG 4
(D) SDG 7

2016
**279.** Agricultural extension programs that focus on empowering women farmers strongly align with which SDG?
(A) SDG 5 (Gender Equality)
(B) SDG 7 (Affordable and Clean Energy)
(C) SDG 9 (Industry, Innovation and Infrastructure)
(D) SDG 14 (Life Below Water)

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2001
**280.** Identify the correct statement regarding the integration of extension systems with the SDGs.
(A) Extension targets multiple SDGs, including zero hunger and climate action
(B) Extension systems remain entirely irrelevant to achieving any global SDG goals
(C) Extension institutions impact only SDG 2, maintaining no cross-cutting benefits
(D) The SDGs legally mandate the absolute privatization of advisory networks globally

2024
**281.** Identify the INCORRECT statement about agriculture's role in the SDGs.
(A) Sustainable agriculture helps achieve SDG 13 (Climate Action)
(B) Agriculture operates independently of SDG 1 (No Poverty) since farmers are inherently wealthy
(C) Unregulated, chemical-heavy agriculture can negatively impact SDG 6 (Clean Water and Sanitation)
(D) SDG 15 (Life on Land) requires sustainable land management practices promoted by extension

channels to provide trusted advice, resolve concerns, and offer social reinforcement.

**37.** (B) Knowledge, Persuasion, Decision, Implementation, Confirmation
This sequence outlines the mental process an individual undergoes from first hearing about an agricultural innovation to its final integration. A farmer first gains basic knowledge, then forms a positive or negative attitude during persuasion. This leads to a decision to adopt or reject, followed by actual implementation in the field, and finally seeking confirmation to reinforce the choice.

**38.** (C) Persuasion
During this critical psychological stage, the individual moves beyond simple cognitive awareness and actively develops an affective attitude toward the new technology. The farmer evaluates the innovation's perceived attributes, such as relative advantage and compatibility. Information from trusted interpersonal networks and peers plays a massive role in shaping whether this attitude becomes favorable or unfavorable.

**39.** (A) Putting the innovation into use and solving problems
This stage marks the transition from purely mental evaluation to concrete behavioral change, as the farmer begins physical field application of the technology. The user is primarily concerned with understanding how to operate the tool, troubleshoot unexpected issues, and adapt the practice to specific conditions. Active technical support from extension agents is highly vital during this phase.

**40.** (D) The individual seeks reinforcement and may reverse the adoption decision
The confirmation stage occurs after the technology has been integrated into farm operations. Here, the farmer actively seeks supportive information to validate their choice. If they encounter conflicting messages, high costs, or operational difficulties, they may experience dissonance. This psychological state can lead them to reverse their earlier decision, resulting in the discontinuance of the technology.

**41.** (B) Trialability has no impact during the decision stage
This assumption is incorrect because trialability actually plays an incredibly crucial role during the decision phase. Being able to test a crop variety or tool on a small, low-risk scale directly helps the farmer make the final choice to adopt or reject. The hands-on experience gained during a trial dramatically reduces uncertainty and facilitates a positive adoption decision.

**42.** (A) I, II and III
Effective technology adoption requires a comprehensive cognitive understanding of the innovation, including awareness-knowledge, how-to knowledge, and principles-knowledge. Simply knowing that an innovation exists is rarely sufficient to ensure long-term, successful adoption. Without understanding the proper operating steps and underlying scientific principles, farmers are highly prone to misuse, crop failure, and early discontinuance of the technology.

**43.** (D) Confirmation
Discontinuance occurs when a farmer rejects an innovation after previously adopting it. This behavior is most common during or after the confirmation stage, when the user evaluates long-term field results. If the technology fails to meet economic expectations, proves too complex, or is superseded by a better alternative, the farmer will abandon it to resolve internal cognitive dissonance.

**44.** (A) Re-invention
Re-invention occurs when a user modifies, simplifies, or adapts an innovation to better fit their unique local conditions and financial constraints during implementation. Rather than strictly following instructions, farmers often customize technologies. This user-led adaptation often increases the likelihood of long-term adoption, as it ensures the technology remains highly practical and economically viable within the local farming system.

**45.** (B) When an individual's attitudes and actions are in conflict
Dissonance is an uncomfortable psychological state of tension that arises when a farmer's beliefs, knowledge, or attitudes do not align with their actual behaviors. For example, a farmer may feel pressure to adopt a technology despite harboring doubts about its safety. To reduce this cognitive friction, the individual will actively seek information that aligns with and confirms their choices.

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growers who fail to adopt technology
(C) The complex administrative process of balancing national agency budgets
(D) Auditing the exact log hours a field extension officer spends driving cars

2007

**292.** Identify the correct statement regarding decentralization in extension.
(A) It concentrates all strategic administrative power within the national capital
(B) It inherently decreases the absolute professional accountability of field staff
(C) It systematically prevents local growers from participating in system governance
(D) It brings decision-making closer to clients for responsive localized planning

2025

**293.** Identify the INCORRECT statement about demand-driven extension.
(A) It requires mechanisms for farmers to articulate their needs
(B) It operates on the assumption that "one size fits all"
(C) It often involves cost-sharing or farmer contribution to increase ownership
(D) It necessitates strong facilitation and brokering skills from extension agents

2011

**294.** A participatory rural appraisal (PRA) exercise conducted to finalize a village agricultural plan is an example of:
(A) Top-down planning
(B) Autocratic leadership
(C) Bottom-up planning
(D) Centralized supply-driven targeting

2006

**295.** The failure of a top-down extension program is most often caused by:
(A) The high laboratory and peer-reviewed scientific validity of the technology
(B) Implementing excessive levels of decentralized bottom-up community planning
(C) Maintaining excessive administrative over-accountability to local communities
(D) The lack of relevance to real socio-economic and local agricultural challenges

2004

**296.** What is the most appropriate accountability mechanism to ensure extension agents serve the interests of a local farmer group?
(A) Empowering local farmer groups to review performance and manage operational funds
(B) Requiring agents to submit field performance reports to a distant ministry
(C) Relying exclusively on subjective personal self-assessment reports by agents
(D) Completely abolishing and de-funding agricultural public extension networks

2024

**297.** A shift to a fee-based or voucher system often enhances accountability because:
(A) The state government collects more commercial tax revenues
(B) Farmers demand quality and relevant advice when paying for it
(C) It completely removes requirements for academic scientific research
(D) It guarantees that distributed farming tools are physically flawless

2017

**298.** Classify a management system where village agricultural committees compile local needs, which are then aggregated at the district level to form the research agenda for the local Krishi Vigyan Kendra (KVK).
(A) Centralized administrative planning
(B) Decentralized, bottom-up planning
(C) Supply-driven technology transfer
(D) Traditional hypodermic communication

2017

**299.** Comparing supply-driven and demand-driven extension, supply-driven is typically associated with:
(A) Broad, blanket recommendations and standardized technology packages
(B) Extremely high responsiveness to diverse local needs
(C) Generating exceptionally strong grower program ownership
(D) Establishing high operational accountability to end-users

2024

**300.** Which of the following is the LEAST relevant tool for fostering accountability to farming communities?
(A) Citizen charters and right to information
(B) Social audits and participatory monitoring
(C) Classified, secret budgeting processes
(D) Regular feedback loops and grievance redressal mechanisms

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# ANSWERS

**1.** (D) The initial creation or discovery of a new idea, method, or device
This concept represents the initial creation or discovery of a new idea, method, or device. In agricultural technology development, it serves as the starting point of the technological life cycle. While it lays the foundation, it does not necessarily guarantee subsequent commercialization or widespread adoption by farming communities, which requires a separate process of innovation.

**2.** (C) Innovation involves the practical application and adoption of a new idea, while invention represents the initial creation of that idea
Innovation represents the actual implementation, commercialization, and widespread adoption of a newly created concept or product in field conditions. Conversely, invention refers strictly to the initial discovery or formulation of that concept. Understanding this distinction helps agricultural extension systems design programs that effectively transition novel scientific discoveries into practical, utilized tools on real-world farms.

**3.** (B) To develop practical innovations for farming constraints
The ultimate purpose of agricultural technology generation is to solve existing production bottlenecks, pest issues, and resource limitations. By focusing research and development on specific agricultural challenges, scientists can produce usable innovations. This targeted problem-solving approach ensures that scientific outcomes translate directly into improved field productivity, economic sustainability, and enhanced resource efficiency for diverse farming communities.

**4.** (D) Technology generation is independent of feedback from farming communities
Successful agricultural research operates as an interactive loop that relies heavily on continuous feedback from farmers. Without input from local growers, developers risk creating technologies that are impractical, culturally incompatible, or economically unviable. Collaborative feedback channels ensure that basic, applied, and adaptive research remain aligned with the evolving needs and constraints of actual agricultural systems.

**5.** (A) Adaptive research - Adapting technology to specific local zones
Adaptive research specifically customizes existing technological innovations to suit the unique soil, climatic, and socio-economic realities of particular farming localities. This step bridges the gap between generalized scientific breakthroughs and regional farm applications. Unlike basic research, which builds foundational theories, adaptive testing ensures that seeds, tools, and practices perform optimally in specific microclimates.

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(A) I and II
An invention is the initial conception or discovery of a novel device or process, whereas an innovation is the subsequent execution and practical application of that idea. Not every theoretical invention successfully transitions into a viable innovation. Many patented designs or concepts fail to achieve adoption due to economic barriers, complexity, or lack of commercial demand.

**7.** (A) That technically sound innovations are automatically adopted by farmers
Researchers often mistakenly assume that high scientific efficacy guarantees automatic farm adoption. However, agricultural decision-making is complex and influenced by socio-economic factors, cultural norms, and localized constraints. An innovation must offer clear relative advantage and fit seamlessly into existing farming systems. Technical viability alone is insufficient to drive adoption without addressing these practical user dimensions.

**8.** (D) The socio-economic improvement and sustained adoption by farmers
The true impact of agricultural research is measured by the tangible positive changes it brings to rural livelihoods and farming communities. High scientific complexity or rapid patenting does not equal success if local farmers reject the technology. Long-term adoption and improved household income confirm that

the generated technology is both practical, economically viable, and culturally compatible.

**9.** (B) Development of culturally incompatible or irrelevant technologies
Indigenous technical knowledge encompasses centuries of localized agricultural experience and ecological adaptation. When researchers disregard this wisdom, they frequently design solutions that clash with traditional practices, local labor availability, or cultural values. Integrating local perspectives ensures that newly generated technologies are highly compatible, contextualized, and more readily adopted by smallholder farmers in traditional systems.

**10.** (C) The recognition of farmers as active participants and innovators
Traditional top-down transfer models treated farmers as passive recipients of scientific knowledge. Modern approaches acknowledge that growers actively experiment, modify, and develop localized solutions on their own farms. Transitioning to a systems framework incorporates farmers as equal partners in co-generating innovations. This collaborative process ensures that technological solutions are highly relevant, practical, and contextualized.

**11.** (D) Basic science focuses on understanding, while applied science solves field problems
Basic agricultural research seeks to discover fundamental scientific laws, biological mechanisms, and chemical principles without immediate practical application. In contrast, applied science takes these foundational discoveries and designs practical solutions to resolve concrete agricultural problems. Both stages are vital, but applied science is explicitly oriented toward addressing real-world field constraints faced by farmers.

**12.** (A) Designing marketing campaigns for international export
The preliminary phase of generating agricultural technologies must prioritize diagnosing localized constraints, reviewing existing literature, and analyzing regional agro-ecological dynamics. Devising complex global marketing campaigns is premature and irrelevant at this early stage. Focus must remain on understanding the biological and social realities of the target farmers to ensure the prospective innovation is sound and highly applicable.

**13.** (B) Relative advantage
Relative advantage is a critical predictor of adoption rate in agricultural communities. It measures whether a new practice offers superior economic profitability, social prestige, labor savings, or safety compared to existing methods. When farmers perceive a clear, substantial benefit over their current practices, they are significantly more motivated to invest time and resources in adopting the innovation.

**14.** (B) Compatibility
This attribute describes how well a new practice aligns with the cultural norms, daily habits, historical experiences, and practical needs of a farming community. High alignment minimizes resistance and eases the transition. When a technology directly contradicts local beliefs or requires an unacceptable disruption of established routines, adoption is severely hindered regardless of scientific or economic merit.

**15.** (A) Complexity
Complexity refers to the degree to which an innovation is perceived as relatively difficult to understand and execute. Technologies requiring highly intricate skills, specialized training, or abstract calculations present steep barriers to adoption. Extension systems must simplify the instructions and implementation steps of complex practices to ensure resource-poor or low-literacy farmers can successfully integrate them into daily routines.

**16.** (C) Innovations tried on an installment basis are adopted more rapidly
Trialability allows farmers to experiment with a new practice on a small, low-risk scale before committing to full-scale implementation. Being able to divide the adoption process into smaller installments greatly reduces psychological anxiety and financial risk. This incremental testing helps potential adopters verify the innovation's benefits firsthand, which significantly accelerates the overall rate of technological adoption.

**17.** (D) Compatibility - The ability to test an innovation on a small scale before full adoption
The capacity to experiment with a new technology on a limited, low-risk basis is the definition of trialability, not compatibility. Compatibility instead describes how well the technology matches local cultural values, beliefs, and past experiences. Confusing these two attributes can

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lead to poorly designed extension campaigns that fail to address the specific perceptual barriers of farmers.

**18.** (B) I and III
High complexity typically delays rather than accelerates the adoption of technologies, as farmers find difficult practices harder to implement. Conversely, observability plays an incredibly vital role in peer-to-peer diffusion. When farmers can easily see the positive physical results of a neighbor's crop, they are far more likely to seek information and adopt the practice themselves.

**19.** (B) Complexity
While attributes like relative advantage, trialability, and observability facilitate faster technology spread, complexity stands out as having a negative relationship with adoption. The more difficult a new practice is perceived to be, the slower its rate of acceptance among farmers. Minimizing complexity through training and simplified tools is crucial for successful agricultural extension campaigns.

**20.** (D) Trialability
Smallholder farmers operating on thin margins are highly vulnerable to crop failures and financial losses. Giving them the ability to test a small portion of seed on a tiny plot allows them to evaluate the variety's performance without risking their entire household livelihood. This low-risk experimentation is key to building trust and overcoming initial skepticism.

**21.** (A) Observability
Observability describes the degree to which the beneficial outcomes of an agricultural innovation are clearly visible to others within the social system. When farmers can physically see healthier crops, increased yields, or efficient water distribution on a neighbor's property, the uncertainty surrounding the technology drops. This visual evidence acts as a powerful catalyst for rapid local adoption.

**22.** (C) Compatibility
Innovations that clash directly with local agricultural traditions, religious beliefs, or established community habits face severe friction. Even if a crop variety boasts high genetic yields, requiring farmers to abandon familiar sowing techniques creates high cultural incompatibility. Aligning new technologies with existing cultural frameworks and farming routines is essential to ensure smoother, faster community acceptance.

**23.** (A) Economic profitability
Commercial agricultural operators are business-oriented and focus heavily on profit margins, market prices, and return on investment. Consequently, economic profitability is the most powerful dimension of relative advantage driving their adoption decisions. While subsistence farmers may prioritize risk reduction, food security, or labor savings, commercial farmers evaluate new technologies primarily through their potential to increase net financial gains.

**24.** (D) High complexity
Precision agriculture utilizes sophisticated data systems, satellite imaging, and digital mapping tools that require specialized technical literacy. In developing nations, where smallholders may have limited access to formal education or digital infrastructure, this high level of complexity presents a massive barrier. Simplification and long-term training are necessary to make these advanced innovations practical and accessible.

**25.** (B) Everett M. Rogers
This influential sociologist synthesized research across various disciplines to establish a comprehensive framework for how new ideas and technologies spread through social systems. His landmark publication formulated key concepts like the innovation-decision process, perceived attributes of innovations, and five distinct adopter categories. This framework remains the absolute theoretical foundation for global agricultural extension and communication programs.

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**26.** (C) Regulatory enforcement
Diffusion is fundamentally a voluntary social process driven by information sharing, persuasion, and social networks over time. It is not characterized by administrative coercion, policing, or top-down legal mandates. The four core pillars of the classical model include the innovation itself, the communication channels used, the dimension of time, and the structure of the surrounding social system.

**27.** (D) A set of interrelated units engaged in achieving a common goal
The social system provides the structural context within which diffusion occurs. It

consists of diverse individuals, informal groups, families, or institutions working toward shared regional objectives. The system's unique norms, hierarchical pathways, and power relations strongly dictate how rapidly or slowly information travels, either facilitating or completely blocking the spread of helpful agricultural technologies.

**28.** (A) Time is key in the decision process, adopter categories, and rate
Time is a fundamental dimension in diffusion theory that is manifested in three distinct ways. First, it measures the steps an individual takes from awareness to adoption. Second, it determines an individual's relative innovativeness compared to others, placing them into specific adopter categories. Finally, it dictates the cumulative rate at which the community adopts the technology.

**29.** (B) Homophily between communicators generally impedes effective communication
Homophily occurs when interacting individuals share similar backgrounds, beliefs, education, or socio-economic status. Rather than impeding communication, homophily actually facilitates highly effective and comfortable interpersonal exchanges. When farmers share similar life experiences, they communicate with higher levels of trust, which significantly aids in persuading one another to adopt novel agricultural practices and tools.

**30.** (C) I and II
Diffusion is a specialized form of communication focused on conveying novel ideas, and the structure of the social system heavily influences this movement. However, the assumption that an innovation must be completely flawless is incorrect. Many imperfect or early-stage technologies successfully enter the diffusion process, and user feedback often helps refine them over time through re-invention.

**31.** (A) Immediate acceptance of highly complex, radical technologies
Tightly knit, homophilous communities are highly effective at sharing traditional practices but naturally resistant to radical external changes. Immediate and seamless acceptance of a highly complex, disruptive technology is a major anomaly. Usually, such systems require extensive persuasion, demonstration, and local trial phases before members will willingly abandon established norms in favor of complex innovations.

**32.** (C) Interpersonal contact with a trusted peer
While mass media channels are ideal for creating broad awareness about a new agricultural tool, they are ineffective for persuasion. High-risk innovations require interpersonal communication with close, trusted peers who have successfully used the technology. This face-to-face interaction allows potential adopters to ask questions, address personal doubts, and receive localized social reassurance.

**33.** (D) The degree to which interacting individuals are similar in attributes
This concept measures the similarity between two or more interacting individuals in terms of their beliefs, values, education, and social status. People naturally prefer to communicate with others who are like themselves. In extension, matching change agents with homophilous local farmers or utilizing local peers greatly increases communication effectiveness and fosters faster technology adoption.

**34.** (C) They act as a barrier to innovations deviating from established practices
Social norms establish the acceptable behavior and traditional guidelines for members of a community. In highly traditional farming areas, strict norms actively penalize deviations from ancestral farming methods. Consequently, they function as a formidable barrier against novel technologies. Change agents must understand these norms and work within them to avoid community resistance and project failure.

**35.** (B) An S-shaped curve
When cumulative adoption of an agricultural innovation is plotted over time, it consistently forms an S-shaped curve. This curve starts with a slow, gradual rise as innovators and early adopters experiment. Once key opinion leaders adopt, the process reaches a critical mass, resulting in a rapid acceleration through the majority before flattening out with the laggards.

**36.** (D) Mass media is better for knowledge, interpersonal for persuasion
Mass media platforms like radio, television, and print reach large, diverse audiences quickly, making them exceptionally effective for generating initial cognitive knowledge about an innovation. However, when farmers face the critical decision of whether to adopt a high-risk practice, they rely on localized, interpersonal communication

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2001
**263.** Comparing rural and urban extension models, urban extension must place a significantly higher emphasis on:
(A) Managing vast physical acreages of broad-scale monoculture field crops
(B) Adopting heavy mechanical traditional tractor engine mechanization systems
(C) Controlling and managing wild mega-fauna and invasive forest species
(D) Utilizing space-intensive technologies and regulated urban wastewater

2024
**264.** Which of the following is the LEAST relevant benefit of agri-tourism?
(A) Eliminating the need for actual farming operations
(B) Generating additional and diversified income for the farming family
(C) Educating the urban public about agricultural realities
(D) Promoting local rural culture and heritage

2002
**265.** The Sustainable Rural Livelihood (SRL) framework is fundamentally centered on:
(A) The strict environmental preservation of rural areas as wild animal sanctuaries
(B) Rural people and the capital assets required for their sustainable means of living
(C) Maximizing the raw volume of large-scale corporate agricultural crop exports
(D) Continually expanding industrial urban municipal boundaries into rural farm lands

2023
**266.** In the DFID Sustainable Livelihood Approach (SLA) pentagon of capitals, "Human Capital" refers to:
(A) Skills, knowledge, labor ability, and health
(B) The total physical assets a grower owns
(C) Accumulated household cash savings and credit
(D) Collaborative social networks and mutual trust

2013
**267.** "Natural Capital" in the SLA framework encompasses:
(A) Natural resource stocks and ecological flows used to support local livelihoods
(B) Constructed public infrastructure including paved roads and physical canal networks
(C) Liquid financial resources such as monthly pensions and overseas cash remittances
(D) The average formal educational achievement and literacy level of local communities

2016
**268.** Identify the correct statement regarding "Social Capital" in the SLA framework.
(A) It refers strictly to physical meeting halls and social clubs constructed in towns
(B) It represents the net volume of monetary cash flow circulating within communities
(C) It comprises community networks, group memberships, and relationships of local trust
(D) It is completely useless for helping vulnerable families cope with economic shocks

2004
**269.** Identify the INCORRECT statement about "Physical Capital".
(A) It comprises the basic infrastructure and producer goods needed to support livelihoods
(B) Examples include affordable transport, secure shelter, and adequate water supply
(C) Access to information and communication technology infrastructure is considered physical capital
(D) It encompasses the innate physical health and strength of a laborer

2008
**270.** Determine the correct order of sequence arrangement for applying the Sustainable Livelihoods Approach in a community intervention:
I. Analyze the vulnerability context (shocks, trends, seasonality)
II. Assess the existing livelihood assets (the pentagon of capitals)
III. Evaluate the influence of transforming structures and processes (policies, institutions)
IV. Design interventions to achieve positive livelihood outcomes
(A) II, I, III, IV
(B) III, I, II, IV
(C) I, II, III, IV
(D) I, III, II, IV

2021
**271.** An agricultural extension program that provides vocational training on machinery repair directly enhances which livelihood capital?
(A) Natural Capital
(B) Human Capital
(C) Social Capital
(D) Financial Capital

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**46.** (B) Implementation
Re-invention takes place when a farmer transitions from planning to physical action. As the user begins applying the technology under real field conditions, they often identify practical design flaws or mismatches with local soil and machinery. This hands-on phase is where farmers actively customize and modify the innovation to optimize its utility and ensure localized compatibility.

**47.** (A) The individual considers and possibly tries the innovation, but decides against adoption
Active rejection involves a deliberate cognitive process where a farmer fully evaluates an innovation, perhaps even testing it on a small trial plot, before consciously deciding against adoption. Conversely, passive rejection occurs when the individual completely ignores the technology without ever giving it serious consideration. Understanding this distinction helps extension agents tailor their subsequent communication and persuasion strategies.

**48.** (C) How-to knowledge
How-to knowledge encompasses the practical instructions, operational steps, and maintenance routines necessary to use a technology correctly. When dealing with highly complex farm machinery, lacking this knowledge leads directly to operational errors, mechanical breakdowns, and subsequent crop damage. Providing comprehensive hands-on training in how-to skills is the most effective way to ensure successful long-term machine integration.

**49.** (D) Innovators
Innovators represent the first segment of a social system to adopt a new technology. They are characterized by a high degree of venturesomeness, financial liquidity to absorb potential losses, and extensive external relationships outside their local community. Their cosmopolite orientation allows them to import novel ideas from distant research centers directly into their local farming networks.

**50.** (B) 13.5%
In the classical diffusion model, early adopters comprise thirteen point five percent of the total population within a social system. Positioned immediately after innovators, this group possesses the highest level of localized opinion leadership. They serve as respected role models for other community members, and their adoption decisions are highly influential in driving the technology toward critical mass.

**51.** (B) They adopt just before the average member of the social system
The early majority represents thirty-four percent of the social system and acts as a major pillar of the adoption curve. Members of this category are deliberate decision-makers who rarely lead, but adopt new practices just prior to the average community member. They rely heavily on the experiences and physical outcomes demonstrated by respected early adopters before investing.

**52.** (D) They are traditionalists and the last to adopt an innovation
Laggards represent sixteen percent of the population and are the final group to adopt any new agricultural practice. They are highly localized, traditionalists who look to the past for guidance and hold deep skepticism toward change. Possessing limited resources and minimal external contact, they typically adopt innovations only when absolutely forced by economic survival or regulatory changes.

**53.** (A) Early Adopters - Respectable
In the classical diffusion model, early adopters are defined by the psychological trait of being respectable. Unlike venturesome innovators, early adopters are highly integrated into local networks and hold significant opinion leadership. Their peers look up to them as sensible, reliable role models. Their endorsement of a technology signaling its safety and practical utility to the wider community.

**54.** (B) III only
This statement is incorrect because innovators and early adopters combined make up exactly sixteen percent of the adoption population, not fifty percent. The majority of adopters are situated within the early and late majority categories, which together comprise sixty-eight percent of the system. Understanding these precise mathematical proportions is vital for extension agents planning target-driven technology diffusion campaigns.

**55.** (A) Economic necessity and peer pressure
The late majority, making up thirty-four percent of the social system, is highly skeptical of new technologies. They do not adopt until the average

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member of the community has successfully done so. Their decision is driven primarily by economic survival, as old methods become unviable, and strong social peer pressure to conform to new standards within the community.

**56.** (D) Early Adopters
Early adopters are highly integrated into the local social fabric and serve as the primary opinion leaders in most communities. Because they are seen as respectable and cautious, their peers trust their advice and observe their field results. This high degree of informal influence makes them the most critical target group for extension agents seeking to diffuse innovations.

**57.** (B) Early Adopters and Early Majority
The adoption chasm represents a major structural gap between early adopters, who are highly willing to embrace visionary new ideas, and the early majority, who require practical, proven utility before investing. Bridging this chasm is the most difficult challenge in agricultural extension, as it requires shifting the promotional strategy from theoretical benefits to solid, localized proof of success.

**58.** (C) By introducing new ideas into the system from outside
Although innovators are often viewed as eccentric or marginal by their local peers, their high cosmopoliteness allows them to act as critical gatekeepers. They import novel practices, tools, and seeds from external research institutions. Once these ideas are visible in the local system, more respected local leaders can evaluate them, initiating the standard peer-to-peer diffusion process.

**59.** (D) Innovator
This individual exhibits the textbook behavioral traits of an innovator. Their extensive external connections, high risk tolerance, and willingness to travel to research stations allow them to acquire novel technologies long before others. Their relative social isolation from the local village network is typical, as they prioritize cosmopolite interactions over local conformity to traditional farming methods.

**60.** (A) Deliberation vs. Skepticism
The early majority is characterized as being deliberate, carefully weighing the costs and benefits of an innovation before adopting it just prior to the average system member. Conversely, the late majority is highly skeptical, refusing to adopt until uncertainty has been fully resolved by widespread community use. This psychological divide requires extension agents to use distinct communication approaches.

**61.** (B) Positive
Numerous empirical studies confirm a strong positive relationship between socio-economic status and the speed of technology adoption. Farmers with higher education, larger landholdings, and greater financial liquidity possess the capital necessary to purchase inputs and absorb potential losses. This resource cushion allows them to adopt innovative practices far more quickly than resource-constrained smallholders.

**62.** (B) Reduced physical capacity and risk tolerance
Aging is frequently associated with declining physical capacity and a natural reduction in long-term risk tolerance. Consequently, older farmers are often less willing to adopt labor-intensive or complex technologies that require physical exertion or long-term financial commitments. Extension programs must design ergonomically friendly tools and low-risk financial options to effectively engage this demographic of farmers.

**63.** (A) Financial inability to buy inputs
Lack of capital is one of the most severe bottlenecks preventing resource-poor smallholders from adopting high-yielding seeds, machinery, and fertilizers. By providing reliable agricultural credit, financial institutions directly remove this barrier. Secure access to credit allows farmers to purchase necessary inputs on time, converting theoretical technological awareness into actual physical field adoption and increased yields.

**64.** (C) Larger landholding size is linked to earlier adoption of capital-intensive innovations
Farmers with larger landholdings possess the economies of scale necessary to justify investing in expensive, capital-intensive machinery like tractors and modern irrigation systems. Their larger acreage also provides a safety net, allowing them to allocate portions of land to risky experimental crops without jeopardizing household survival, which facilitates earlier adoption compared to small-scale growers.

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**65.** (D) High social participation - Decreased exposure to new ideas
This pairing is incorrect because active participation in community groups, cooperatives, and agricultural societies actually increases a farmer's exposure to new ideas. Social participation expands interpersonal communication networks, providing more opportunities to learn about modern farming methods. Consequently, high social involvement has a strong positive influence, accelerating the overall rate of individual technology adoption.

**66.** (A) I, II and IV
Land fragmentation hinders mechanization because operating large machinery on small, scattered plots is highly inefficient. Cooperation in local cooperatives enhances institutional support by facilitating access to credit and training, while proximity to urban markets increases demand for innovative products. Conversely, high fatalism represents a psychological barrier that actively slows down technology adoption.

**67.** (B) Socio-cultural factors
Deeply held religious beliefs, values, and traditional customs are powerful socio-cultural factors that heavily shape agricultural decision-making. When a modern technology directly contradicts these spiritual or cultural guidelines, farmers will reject it, prioritizing community alignment and personal values over potential economic profits. Extension systems must recognize and respect these boundaries to avoid project failure.

**68.** (D) Extension services often bias toward progressive, resource-rich farmers
Extension personnel frequently focus their limited time and resources on wealthier, progressive farmers who are highly receptive and easy to work with. This progressive farmer bias creates a structural barrier that leaves marginal, resource-poor farmers underserved. Correcting this bias requires public extension services to explicitly mandate and reward outreach targeting smallholders and vulnerable rural communities.

**69.** (A) Modifying institutional and economic constraints
Subsidies directly alter the affordability and cost-benefit ratio of agricultural inputs. Removing this public financial support immediately increases the out-of-pocket expenses for farmers, creating a severe economic constraint. This policy shift forces many cash-strapped smallholders to reduce fertilizer application rates or completely discontinue the technology, illustrating the powerful role of institutional policies on farm adoption behavior.

**70.** (C) It acts as a socio-cultural barrier
Patriarchal social systems often restrict women's access to land ownership, financial credit, and independent decision-making. When extension programs introduce technologies tailored specifically for female farmers within this structure, traditional gender norms act as a major socio-cultural barrier. Overcoming this friction requires specialized extension approaches that actively engage the entire household, including traditional male decision-makers.

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**71.** (A) Are more likely to adopt due to higher education and risk tolerance
Younger agricultural operators generally possess higher levels of formal education, making them more adept at processing complex technical information. Furthermore, they exhibit greater long-term risk tolerance and are more open to experimenting with modern techniques. These attributes combine to make younger farmers much quicker than their older counterparts to adopt innovative agricultural technologies and practices.

**72.** (D) Availability of rural credit facilities
Knowledge-based practices, such as shifting the timing of crop rotation, do not require purchasing expensive external inputs like heavy machinery or synthetic fertilizers. Consequently, access to rural credit facilities is largely irrelevant to their adoption. Instead, successful implementation of these cognitive techniques depends heavily on information-sharing services, agronomic education programs, and seasonal weather forecasting systems.

**73.** (B) Functional effects that benefit the system
Desirable consequences represent the positive, functional impacts of an innovation that enhance the overall efficiency, productivity, and social well-being of the target system. These beneficial outcomes are typically the primary goals of the change agency. They are manifested in improved crop yields, increased household incomes, and enhanced resource conservation within the adopting agricultural community.

socio-economic gap, leaving resource-poor smallholders further marginalized. This raises critical ethical issues concerning social justice and the equitable distribution of technological benefits. Change agents must conduct thorough social assessments to ensure their interventions do not inadvertently exacerbate rural poverty and structural inequality.

**112.** (C) Change agent success is positively related to the extent of effort spent in contacting clients
Extensive empirical research demonstrates that the primary driver of a change agent's success is the sheer volume of effort they invest in establishing and maintaining face-to-face contact with clients. Regular visits, farm demonstrations, and interpersonal discussions build deep mutual trust, clarify technical details, and significantly increase the speed and likelihood of successful technology adoption among farmers.

**113.** (D) A high degree of heterophily with clients enhances communication clarity
This statement is incorrect because high heterophily, where the change agent and clients differ significantly in language, education, and social status, actually hinders communication clarity. Great differences often breed misunderstanding and distrust. To succeed, change agents must minimize these barriers by using simple local terminology, practicing deep empathy, and working closely with respected, homophilous local opinion leaders.

**114.** (A) Both A and R are true and R is the correct explanation of A.
Change agents operate at the boundary between two distinct social systems, leading to severe role conflict. On one side, they must satisfy the bureaucratic targets, reporting procedures, and standard guidelines of their employing agency. On the other, they must respond to the real, immediate, and diverse needs of local farmers, creating constant tension between official mandates and field realities.

**115.** (B) Ethical conduct and client trust
Deliberately manipulating technical data or withholding risk information to force technology adoption is a direct violation of professional ethics and client trust. Such behavior damages the credibility of the entire extension service and exposes vulnerable farmers to financial and physical harm. Maintaining honesty, objectivity, and transparency is absolutely vital for sustaining long-term, cooperative relationships with communities.

**116.** (D) Working with homophilous local opinion leaders
To bridge the gap of heterophily in language, education, and social status, change agents should work through local opinion leaders who share similar attributes and high trust with community members. By training these homophilous leaders, the agent ensures that technical information is translated into culturally appropriate, easily understood local terms, greatly facilitating smoother technology adoption.

**117.** (A) Widening the socio-economic gap within the system
Targeting only wealthy, progressive farmers allows change agents to meet adoption quotas quickly, but it has severe social consequences. This approach deprives resource-poor smallholders of vital support, exacerbating existing economic inequalities and widening the socio-economic gap. Extension agencies must implement inclusive targeting strategies to ensure that agricultural innovations benefit all segments of the rural community.

**118.** (C) The ability to project oneself into the client's perspective
Empathy is the crucial communication skill that allows a change agent to understand and share the feelings, challenges, and perspectives of their clients. By mentally stepping into the farmer's shoes, the agent can design extension strategies that respect local constraints, economic anxieties, and cultural values, thereby building deeper trust and fostering more effective technology adoption.

**119.** (A) Balance both, but focus on clients to build trust
Operating as a boundary-spanning professional requires the extension agent to balance organizational guidelines with localized client needs. However, to build lasting credibility and trust, the agent must prioritize a strong client orientation. When farmers see that the agent genuinely understands and represents their best interests, they become significantly more receptive to the agency's recommended technological solutions.

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across diverse cultural, economic, and biological subsystems. These complex feedback loops make it nearly impossible to predict every long-term outcome prior to physical field adoption.

**84.** (D) Ex-post impact assessment
Ex-post impact assessments are conducted years after an agricultural program has ended. This extended timeframe is absolutely necessary for identifying and measuring slow-developing, second-order indirect consequences, such as changes in regional soil health, shifting household income distributions, or long-term dietary changes, which are impossible to capture during standard short-term project evaluations.

**85.** (A) Relative frequency
Opinion leadership is characterized by the informal, recurring influence an individual exerts on peers within a social system. It does not rely on formal authority, coercive power, or official titles. Instead, this leadership is sustained through the relative frequency with which community members seek the leader's advice on critical matters, particularly during technology decision-making processes.

**86.** (C) They exhibit greater social participation
Opinion leaders are highly connected individuals who participate actively in local formal and informal social organizations, cooperatives, and community events. This active social involvement expands their personal communication networks and enhances their access to new ideas. Their high social connectedness makes them visible, accessible, and trusted sources of information for their peers.

**87.** (A) Lead across a variety of different topics
Polymorphic leadership occurs when a single influential individual is sought after for advice across several unrelated domains, such as agricultural practices, local political decisions, and health matters simultaneously. This broad influence is highly common in traditional, homogeneous rural communities, where trust is concentrated in a few respected elders rather than specialized technical experts.

**88.** (D) Their influence is restricted to one topic
Monomorphic opinion leaders possess specialized expertise and informal influence that is strictly confined to a single, specific topic, such as dairy cattle management or pest control. This form of leadership is highly prevalent in modern, highly differentiated, and technologically advanced agricultural systems, where farmers prefer to consult specialized experts rather than generalist community elders.

**89.** (B) They are too far ahead in innovativeness, causing a breakdown
This statement is incorrect because opinion leaders are actually highly integrated into their local social systems. Unlike eccentric innovators who are often viewed with skepticism, opinion leaders remain close to community norms. They are sufficiently innovative to adopt early, but not so far ahead that they lose credibility or cause a breakdown in communication with followers.

**90.** (A) I, II, IV and V
These statements accurately capture the core dimensions of opinion leadership. These leaders guide peers informally, align closely with community norms, and are increasingly specialized in modern societies. However, change agents cannot guarantee success by ignoring these leaders. Ignoring opinion leaders frequently leads to severe community resistance, poor communication, and subsequent failure of agricultural extension projects.

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**91.** (D) The innovation provides an immediate, easily observable benefit
Bypassing local opinion leaders is a high-risk strategy that usually leads to program failure. However, a major exception occurs when the technology offers an immediate, highly lucrative, and easily observable relative advantage. When farmers can see rapid, undeniable profits without needing complex explanations, peer-to-peer persuasion becomes less critical, allowing the innovation to diffuse rapidly on its own.

**92.** (A) Asking village members who they go to for advice
The most reliable way to identify genuine opinion leaders is through sociometric surveys, which involve asking community members directly who they consult when making farming decisions. Simply selecting the wealthiest individuals or formal government officials often fails, as formal authority or riches do not automatically translate into trusted informal influence and peer credibility within the village network.

**74.** (C) Consequences
Consequences are the functional, structural, and behavioral shifts that take place within a community or farm system after an innovation is either adopted or rejected. These outcomes can be desirable or undesirable, direct or indirect, and anticipated or unanticipated. Evaluating these changes is vital for understanding the true developmental impact of agricultural extension interventions.

**75.** (D) Increased soil salinity and water table depletion
While the Green Revolution successfully increased grain production, it relied heavily on intensive irrigation and synthetic chemical inputs. Over time, this intensive management led to unforeseen ecological damage, including falling water tables and high soil salinity in arid regions. This case highlights how rapid technology adoption can generate severe, unanticipated environmental consequences alongside positive economic yields.

**76.** (A) Direct consequences occur in immediate response to an innovation
Direct consequences are the immediate, first-order changes that occur in direct response to the physical adoption of a technology, such as immediate yield increases. Indirect consequences, on the other hand, are second-order changes that flow from the direct effects, such as subsequent changes in household power dynamics or regional crop prices over time.

**77.** (B) Undesirable - First-order changes occurring over long periods
This pairing is incorrect because undesirable consequences are defined by their negative, dysfunctional impact on the social system, rather than the timing of their occurrence. A consequence is labeled undesirable if it decreases social equity, damages the local ecosystem, or harms farmer health, regardless of whether it manifests immediately as a first-order effect or slowly over time.

**78.** (B) III and IV
These statements are incorrect because change agents historically focus heavily on promoting positive, anticipated consequences while largely ignoring potential negative, unanticipated outcomes. Additionally, unanticipated consequences are not strictly latent; they frequently manifest as highly visible physical and social changes, such as ecological degradation or labor displacement within rural agricultural communities.

**79.** (A) Pro-innovation bias
Pro-innovation bias is the widespread assumption that any new technology is inherently superior and should be rapidly adopted by all members of a system without modification. This bias causes change agents to overlook potential negative impacts, resource limitations, or cultural mismatches. Recognizing this bias is essential for designing objective, balanced, and sustainable agricultural extension programs.

**80.** (C) Conduct impact assessments and continuous monitoring
To prevent novel technologies from causing unforeseen social or ecological harm, extension agencies must implement rigorous, continuous monitoring and early impact assessments. This proactive approach allows researchers to identify negative trends, such as resource depletion or widening inequality, before they become widespread. They can then adjust the technology or provide targeted support to vulnerable farmers.

**81.** (D) Indirect, desirable consequence
The rise in household nutrition represents an indirect consequence because it is a second-order change that resulted from the direct increase in cash crop income. Furthermore, it is classified as a desirable consequence because it has a highly beneficial, functional impact on family health and well-being. This demonstrates how economic changes cascade into positive social outcomes.

**82.** (C) Direct, but undesirable for laborers
The displacement of hand laborers occurs as a direct, immediate outcome of introducing large-scale machinery onto commercial farms. While this change is highly desirable for landowners seeking to cut costs, it represents an undesirable, dysfunctional consequence for the local landless laborers who lose their primary source of income and livelihood within the rural community.

**83.** (B) Difficult to predict due to system interactions
Unanticipated consequences are inherently difficult to foresee because they arise from highly complex, non-linear interactions within a social or ecological system. When a technological input is introduced, it triggers cascading effects

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**102.** (B) III only
This statement is incorrect because radial personal networks, which are highly open and consist of links to distinct, unrelated individuals, are much more open to external information than interlocking networks. Interlocking networks are closed, highly homophilous, and localized, meaning members mostly talk to each other. This circular communication limits the inflow of new agricultural technologies.

**103.** (A) Star
In communication network analysis, a star is an individual who sits at the center of advice networks, receiving the highest number of direct sociometric nominations from peers. Their central position indicates high trust and prestige within the community. Extension workers frequently target stars because their endorsement of a new technology exerts a powerful influence on many followers.

**104.** (D) They impede diffusion as they are hard to reach via peer networks
Isolates are individuals who have minimal or no active communication links with other members of the social system. Because they do not participate in local advice networks or community groups, standard peer-to-peer technology diffusion passes them by. Reaching these marginalized farmers requires extension agents to employ direct, deliberate, and highly customized one-on-one communication strategies.

**105.** (B) It views farmers as passive and ignores social interactions
Modern agricultural extension has discarded this model because it oversimplifies human communication. It incorrectly assumes that broadcasting information automatically triggers adoption, treating farmers as passive receivers. In reality, farmers are active decision-makers who heavily filter information, discuss new ideas with trusted local peers, and adapt technologies to their unique situations through complex social interactions.

**106.** (C) Gatekeeper
A gatekeeper is positioned at a critical intersection of communication pathways, giving them the structural power to filter, delay, or forward incoming messages. In agricultural networks, they decide which external research findings are shared with local farmers. Extension programs must identify and collaborate with gatekeepers to ensure accurate and timely technical information flows into the community.

**107.** (D) Heterophilous links are crucial for introducing new information
While homophilous communication is highly comfortable and builds local trust, it tends to circulate redundant ideas within closed groups. Heterophilous connections, which link individuals with different backgrounds and expertise, are absolutely vital for introducing novel information and technologies into a system. These external links act as bridges that spark local innovation and prevent network stagnation.

**108.** (A) Conducting a sociometric survey
To map the informal advice-seeking channels and social structures of a village, extension workers must conduct a sociometric survey. This method involves asking community members to name the specific individuals they consult for agricultural advice. Analyzing these responses reveals the true, informal network stars, gatekeepers, and communication cliques, enabling strategic and highly effective targeting of information.

**109.** (B) Influences clients' decisions in a direction desired by a change agency
A change agent acts as a vital bridge between a professional change agency, such as a university or government department, and a target client group. Their primary role is to influence clients' adoption decisions in ways aligned with agency developmental goals. They must possess both technical expertise and strong interpersonal communication skills to build trust and facilitate change.

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**110.** (B) Developing a need for change among clients
Before introducing physical solutions, a change agent must help clients diagnose their current challenges and develop a strong desire for improvement. This initial phase of creating a need for change is essential. Without a clear understanding of why change is necessary, farmers will remain unmotivated to invest effort or resources into adopting new agricultural technologies.

**111.** (A) The consequences of innovations and social justice
Promoting technologies that are only accessible to wealthy, progressive farmers can widen the

**93.** (B) The two-step flow of messages
This strategy is based on the two-step flow model, which asserts that information moves from mass media or professional change agents first to key opinion leaders. These influential leaders then process, adapt, and diffuse the messages informally to their less-connected followers. Utilizing this pathway allows extension agencies to maximize their efficiency and reach a wider audience.

**94.** (B) Monomorphic opinion leader
This individual functions as a monomorphic opinion leader because their informal influence and advisory role are strictly limited to one specialized domain, namely livestock health. They lack the broad, multi-topic influence characteristic of polymorphic leaders. Extension systems in modernizing regions frequently target these specialized leaders to ensure technically accurate information spreads within specific sub-sectors.

**95.** (A) Opinion leaders conform more closely to local social norms than innovators
Opinion leaders derive their informal authority and high credibility from being viewed as respectable, sensible members of the local system. Consequently, they conform much more closely to community social norms than innovators. Innovators are highly venturesome, frequently deviate from local traditions, and are often perceived as eccentric outsiders, which limits their direct peer influence.

**96.** (C) They might withhold information or exploit others
Concentrating extension efforts on a single opinion leader presents a significant risk. If that individual realizes they hold a monopoly on valuable technical information, they may choose to withhold it, prioritize their close relatives, or exploit their peers for personal economic gain. Extension agencies must engage diverse leaders to ensure equitable and transparent information flow.

**97.** (D) A subsystem whose elements interact more with each other than with outsiders
A clique is a highly cohesive, tightly knit subgroup within a larger social system. Members of a clique communicate frequently and intimately among themselves, but have limited contact with individuals outside the group. This internal homophily facilitates strong agreement and trust locally, but can create structural barriers that slow down the entry of new external ideas.

**98.** (C) Social relationships and communication patterns
Sociometry is a powerful analytical technique used to map, measure, and visualize interpersonal relationships, advice-seeking behaviors, and communication flows within a group. By analyzing nominations from group members, researchers can identify key stars, bridges, liaisons, and isolated individuals. This data allows agricultural extension programs to strategically target highly influential nodes to accelerate technology diffusion.

**99.** (B) Mass media has a direct, powerful effect on a passive audience
This early, linear model of communication assumes that media messages are directly injected into a passive and undifferentiated audience, triggering immediate and uniform behavioral changes. It ignores the active, cognitive role of individual receivers and completely discounts the powerful mediating influence of interpersonal relationships, local peer networks, and opinion leaders in shaping community responses.

**100.** (C) Mass media → Opinion Leaders → Followers
This sequence outlines how information moves from mass communication channels first to key, active opinion leaders who monitor the media. These influential leaders then interpret and simplify the messages, passing them on through informal interpersonal networks to less active followers. This model highlights the critical role of social systems in mediating the flow of external ideas.

**101.** (A) It assumes communication is strictly linear and top-down without feedback
This statement is incorrect because the multi-step flow model actually rejects the notion of strictly linear, top-down communication. It explicitly recognizes that information flows through complex, multi-directional networks involving multiple layers of leaders and followers. This model acknowledges continuous feedback loops, active audience interpretation, and peer-to-peer negotiations, reflecting the realistic complexity of agricultural communication systems.

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**120.** (D) The agent's personal financial wealth
A change agent's effectiveness is determined by their technical competence, diagnostic skills, empathy, and ability to foster self-reliance among clients. Their personal financial wealth is completely irrelevant to their professional performance or credibility in the eyes of local farmers. Focus must remain on building strong communication skills and client trust rather than accumulating personal assets.

**121.** (B) National Agricultural Research System
This institutional framework brings together public sector research organizations, agricultural universities, and government research stations within a country. Historically, it focused on building scientific capacity to generate high-yielding crop varieties and modern farming technologies. While highly successful during the Green Revolution, it often operated on a top-down, linear transfer model that overlooked market dynamics.

**122.** (C) Knowledge integration between research, extension, and farmers
The transition from a National Agricultural Research System to an Agricultural Knowledge and Information System marked a major conceptual shift. It recognized that technology generation is not a one-way street, but requires active integration between researchers, extension agents, and farmers. This framework emphasizes joint learning, interactive communication, and collaborative knowledge co-creation to address complex farming challenges.

**123.** (D) A network of public and private actors interacting to use knowledge
The Agricultural Innovation System framework expands on earlier models by viewing innovation as an interactive, multi-stakeholder process. It includes public agencies, private commercial enterprises, non-governmental organizations, value chain actors, and policy bodies. Innovation is seen as emerging from the continuous interactions, learning, and collaborative networking of all these diverse actors within an enabling institutional environment.

**124.** (A) AIS incorporates the enabling environment, markets, and interactions
While the earlier framework focused primarily on the links between public research, extension, and farmers, the modern systems approach represents a major expansion. It integrates the broader enabling environment, including policies, credit markets, and infrastructure. It also highlights the crucial roles of private enterprises, market value chains, and complex interactions in driving successful innovation.

**125.** (B) It included market actors and value chains as central elements
This statement is incorrect because the traditional research framework largely ignored market dynamics, private enterprises, and value chain actors. It operated primarily within a public sector silo, focusing heavily on a linear, scientist-to-farmer transfer of technology. Integrating market actors and business environments as central elements only occurred later with the development of the innovation systems framework.

**126.** (A) Both A and R are true and R is the correct explanation of A.
Modern agricultural challenges, such as value chain development and climate adaptation, are highly complex and cannot be resolved by isolated scientific research alone. The innovation systems framework addresses this by facilitating multi-stakeholder interactions among researchers, policy-makers, private firms, and farmers. This collaborative integration of diverse resources and perspectives is essential for creating practical, sustainable solutions.

**127.** (A) Enabling policies and markets
The traditional research model focused almost exclusively on laboratory and field science, treating policy environments and market conditions as external factors. In contrast, the modern innovation systems framework integrates enabling policies, regulatory norms, and market linkages as foundational elements. This integration ensures that newly developed technologies are economically viable, legally compliant, and well-supported by local infrastructure.

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**128.** (C) The realization that technology supply alone is insufficient for impact
The shift toward a systems approach occurred because the linear, supply-driven transfer of technology frequently failed to deliver long-term impact on farms. Researchers realized that scientific viability alone does not guarantee adoption. Achieving sustainable development

requires addressing broader market linkages, enabling institutional policies, credit accessibility, and active collaboration among all public and private stakeholders.

**129.** (D) Multi-stakeholder linkage
This collaborative partnership directly illustrates the concept of multi-stakeholder linkage within the modern innovation system. By bringing together public research, private enterprise, and farmer organizations, this arrangement combines complementary scientific, commercial, and local resources. This collaborative synergy is highly effective for overcoming complex value chain barriers and facilitating successful technology generation and market adoption.

**130.** (C) Enabling environment component
Tax incentives and supportive national policies represent key elements of the enabling environment within the innovation system. Rather than generating technology directly, these interventions shape the institutional and financial conditions that encourage private investment, foster entrepreneurship, and facilitate collaboration. A strong enabling environment is essential for nurturing sustainable innovation and technology scaling.

**131.** (B) The inclusion of markets and enterprises
While both frameworks emphasize knowledge flows, the modern systems approach represents a major conceptual expansion by formally integrating markets, value chains, and private commercial enterprises. This inclusion acknowledges that business actors, agri-input suppliers, and food retailers are active participants in innovation, rather than passive bystanders, and are crucial for commercializing and scaling new technologies.

**132.** (D) Adherence to outdated top-down models
A well-functioning innovation system aims to foster flexible networks, co-create knowledge, build market linkages, and enhance adaptive capacity. Adhering to rigid, outdated top-down models of technology transfer is a failure of system dynamics rather than a desired outcome. Modern systems explicitly reject linear thinking in favor of highly interactive and participative multi-stakeholder processes.

**133.** (A) The policies, regulations, and norms affecting actor interactions
The enabling environment encompasses the broader institutional context, including national policies, legal regulations, credit systems, and cultural norms. These factors dictate how different public and private actors interact, share information, and invest in technology. A supportive enabling environment is crucial for reducing transaction costs and fostering collaborative innovation within the agricultural system.

**134.** (C) To facilitate dialogue and collaboration among diverse actors
Innovation platforms are designed to bring together diverse stakeholders, including researchers, farmers, private firms, and extensionists, to address shared challenges. Their primary function is to facilitate open dialogue, build trust, and coordinate joint actions. By integrating different perspectives and resources, these platforms help co-create solutions and ease the transition from research to field adoption.

**135.** (A) Enabling environment
Simplifying the organic certification process is a regulatory reform that directly enhances the enabling environment. By reducing bureaucratic barriers and transaction costs, this policy intervention makes it easier and more profitable for farmers to adopt sustainable organic practices. This demonstrates how public policies can encourage and support innovative farming methods without direct financial subsidies.

**136.** (D) They bridge gaps between researchers, extensionists, farmers, and private actors
Innovation platforms act as crucial organizational bridges that connect previously isolated actors within the agricultural sector. By facilitating regular interaction and shared learning among scientists, extension workers, growers, and private commercial enterprises, these platforms help align technology development with real market demands, thereby accelerating the scaling and practical adoption of generated solutions.

**137.** (B) Intellectual property rights have no impact on technology diffusion
This statement is incorrect because intellectual property rights exert a massive influence on technology diffusion. Clear patents and plant breeders' rights can incentivize private investment

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in crop breeding and machinery. However, overly restrictive or expensive intellectual property regimes can also act as severe barriers, preventing smallholder farmers from accessing and adopting vital agricultural innovations.

**138.** (A) Both A and R are true and R is the correct explanation of A.
Innovation platforms are highly effective for addressing complex challenges, such as value chain development, because these issues require coordinated actions across multiple sectors. By integrating the unique expertise, market insights, and resources of diverse actors, these platforms facilitate the co-creation of comprehensive, practical solutions that no single organization could achieve in isolation.

**139.** (D) Subsidies exclusively on chemical fertilizers hindering organic adoption
Directing public subsidies exclusively toward synthetic chemical fertilizers distorts local input markets and discourages the adoption of sustainable organic alternatives. This policy acts as a severe deterrent to the enabling environment for ecological innovation. It incentivizes resource-intensive practices over environmentally sound alternatives, illustrating how misaligned policies can inadvertently block sustainable agricultural transitions.

**140.** (A) Conducting a stakeholder analysis to identify relevant actors
Before launching an innovation platform, coordinators must conduct a comprehensive stakeholder analysis to identify and map all relevant actors in the system. This step ensures that the platform includes individuals with the necessary expertise, market power, and local credibility. Omitting key actors at the outset can result in poor coordination and subsequent platform failure.

**141.** (B) Facilitation and joint learning
Innovation platforms require strong, neutral facilitation and a commitment to joint learning to succeed. Unlike traditional top-down meetings, these platforms encourage participants to share perspectives, negotiate conflicts, and co-create practical solutions. This collaborative mechanism fosters high levels of mutual trust and collective action, which are essential for driving and scaling sustainable agricultural innovations.

**142.** (B) Multi-stakeholder innovation platform
This monthly initiative is a classic example of a multi-stakeholder innovation platform. By bringing together public researchers, transport operators, retailers, and farmers, the platform addresses the complex, system-wide challenge of post-harvest loss. This collaborative forum integrates technical, logistical, and market resources, enabling the co-creation of practical solutions that benefit the entire value chain.

**143.** (A) Knowledge exchange and negotiation among diverse actors
Traditional extension meetings focus on a one-way transfer of pre-packaged technologies from scientists to passive farmers. In contrast, innovation platforms facilitate multi-directional knowledge exchange and negotiation among diverse public and private actors. This interactive process acknowledges that different stakeholders hold complementary insights, which is essential for co-creating practical, market-oriented solutions.

**144.** (C) The color of the startup's logo
The enabling environment for a digital startup depends on critical structural factors like high-speed internet, data privacy regulations, and access to capital. Superficial design choices, such as the color of a company logo, are completely irrelevant to this assessment. Focus must remain on building the policy, legal, and physical infrastructure needed to support digital innovation.

**145.** (D) Facilitates linkages and collaboration between system actors
An innovation broker acts as a neutral intermediary whose primary role is to facilitate linkages, build trust, and coordinate interactions among diverse actors in the agricultural system. Unlike traditional extension agents who promote specific technologies, brokers focus on managing the overall innovation process. They help stakeholders articulate demands and co-create solutions.

**146.** (C) Enforcing criminal law on estates
Innovation brokers are specialized facilitators who focus on demand articulation, network building, and process management within agricultural systems. They do not possess legal, administrative, or policing authority to enforce criminal law. Their effectiveness relies

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on neutrality, trust-building, and collaborative facilitation, rather than formal state-level coercion or law enforcement activities.

**147.** (B) Expanding the impact of innovations to more people and institutions
Scaling up represents the vertical institutionalization of an agricultural innovation, moving it from local pilot projects to national policies, laws, and organizational structures. This process expands the technology's impact to a much larger number of farmers and institutions. It requires engaging policy-makers and securing long-term funding to ensure the innovation is sustainable.

**148.** (D) Scaling out is horizontal spread; scaling up is vertical institutionalization
In agricultural development, scaling out refers to the horizontal spread of a technology from farmer to farmer or across geographical regions. Conversely, scaling up involves vertical institutionalization, embedding the practice within national policies, local budgets, and organizational mandates. Both processes are essential for ensuring that localized pilot project successes achieve widespread and lasting impact.

**149.** (A) Brokers are always the primary inventors of the technology
This assumption is incorrect because innovation brokers are neutral intermediaries, not inventors. Their primary value lies in facilitation, conflict resolution, and network building, rather than scientific creation. By remaining independent from the technology's developers, brokers can objectively help stakeholders articulate their needs, build trust, and select the most appropriate solutions for their local conditions.

**150.** (A) Both A and R are true and R is the correct explanation of A.
Innovation networks often contain structural holes, which are gaps between groups that possess complementary resources but lack direct communication links. Innovation brokers play a critical role by bridging these gaps, facilitating dialogue, and building mutual trust. This intermediary connection enables collaborative knowledge-sharing, reduces transaction costs, and accelerates the co-creation of sustainable agricultural solutions.

**151.** (D) Integrating the technology into mainstream government programs and policies
Grassroots innovations often require broad institutional support to achieve significant scale. Integrating these localized solutions into official government programs, frameworks, and policies provides the necessary financial, administrative, and structural backing. This formal alignment ensures widespread dissemination, legitimacy, and long-term sustainability across diverse regions, overcoming the limitations of isolated, resource-constrained local settings.

**152.** (A) Connecting farmers with financial institutions and market buyers
An innovation broker acts as a facilitator within agricultural innovation systems. Rather than directly delivering inputs or dictating practices, the broker builds networks by linking farmers to critical external actors such as financial institutions, researchers, and market buyers. This relationship-building enhances collaboration, improves resource access, and strengthens the overall value chain for rural producers.

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**153.** (B) Scaling up
Scaling up involves expanding an innovation vertically from a local level to higher institutional, policy, or political levels. When a successful local water conservation technique becomes integrated into national policy, it transitions from a grassroots practice to an institutionalized national mandate. This vertical expansion secures official policy support, budgetary allocations, and widespread regulatory implementation.

**154.** (B) Facilitating demand articulation and institutional networking
Organizing multi-stakeholder workshops allows diverse actors, including farmers, scientists, and policy makers, to voice their needs and align their goals. This process facilitates demand articulation by identifying collective research priorities. Additionally, it fosters institutional networking, enabling stronger linkages and collaborative partnerships across different sectors to address complex challenges like climate resilience.

**155.** (A) Scaling up
Scaling up is a vertical process that focuses on institutional, political, and policy changes. It relies heavily on modifying laws, adjusting government regulations, and securing formal

budgetary allocations from state or national agencies. In contrast, scaling out is a horizontal process characterized by geographical expansion and peer-to-peer replication of practices among farmers across wider areas.

**156.** (C) Advanced expertise in theoretical quantum physics
Innovation brokers require skills in communication, conflict resolution, facilitation, systems thinking, and social networking to connect diverse stakeholders in agriculture. Highly specialized academic disciplines, such as theoretical quantum physics, have no practical application to agricultural innovation systems, market linkages, or rural development processes, making such knowledge irrelevant for facilitating collaborative multi-stakeholder partnerships in the field.

**157.** (D) P-2, Q-1, R-4, S-3
Diffusion of innovations theory outlines key perceived attributes of new technologies. Relative advantage measures the perceived superiority over existing practices, while compatibility assesses alignment with cultural values and needs. Complexity indicates how difficult the technology is to understand, and trialability represents the degree to which a new practice can be experimented with on a limited basis.

**158.** (C) Traditional local knowledge developed by communities over generations to suit specific ecological conditions
Indigenous Technical Knowledge represents the cumulative body of wisdom, practical skills, and environmental understandings maintained by local communities. Developed over generations through trial, error, and close observation of nature, this knowledge is highly specific to local ecosystems, cultural contexts, and agricultural conditions, providing sustainable solutions for resource management without relying on external industrial inputs.

**159.** (B) It is orally transmitted and continuously updated based on community experience
Traditional knowledge systems are primarily dynamic rather than static, adapting to environmental changes over time. They rely heavily on oral transmission from generation to generation rather than formal written documentation. This fluid process allows communities to continuously update their practices based on real-time experiences, cultural observations, and shifting ecological pressures within their local environments.

**160.** (D) Validation
Validation is the systematic process of scientifically testing traditional farming practices under controlled conditions to determine their efficacy, safety, and scientific basis. This process bridges the gap between indigenous wisdom and formal scientific research, confirming whether traditional methods perform reliably, which helps in integrating useful local practices into mainstream agricultural recommendations.

**161.** (B) They are novel tools or practices created by local farmers or artisans to solve immediate problems
Grassroots innovations are bottom-up, low-cost solutions developed by local practitioners, farmers, or rural artisans rather than formal laboratories. Created to address immediate, localized challenges using readily available materials, these innovations demonstrate practical ingenuity, reduce dependence on expensive external technologies, and are highly compatible with the socio-economic realities and cultural context of rural communities.

**162.** (A) Both A and R are true and R is the correct explanation of A.
Documenting traditional knowledge is essential for protecting biological diversity and preserving sustainable agricultural practices. Creating formal records prevents valuable community heritage from disappearing as generations shift. Furthermore, this documentation serves as legal proof of prior art, establishing defensive intellectual property rights that guard indigenous communities against unauthorized commercial exploitation and unethical bio-piracy by external corporate entities.

**163.** (A) National Innovation Foundation (NIF)
The National Innovation Foundation is an autonomous body under the Department of Science and Technology in India. It is specifically mandated to scout, document, validate, and scale up grassroots innovations and traditional knowledge. By supporting unaffiliated rural innovators, the organization helps convert localized creativity into commercial products, securing intellectual property rights for rural communities.

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**218.** (B) Map, analyze, and visualize interactions among various actors in a system
A linkage matrix is an analytical tool used in systems analysis to map, evaluate, and visualize the density and quality of interactions among different actors. It helps researchers and managers identify strong, weak, or missing relationships within agricultural innovation systems, providing a clear basis for planning interventions that strengthen collaboration and knowledge flow.

**219.** (A) Achieve shared goals by pooling resources and risks among different partners
Strategic partnerships in agricultural development are established to achieve complex, shared objectives that individual organizations cannot accomplish alone. By pooling financial resources, technical expertise, and infrastructure, partners can share operational risks, reduce costs, and enhance service scale, leading to more comprehensive and sustainable solutions for rural communities.

**220.** (C) Stakeholders with high influence and high interest must be managed very closely
The stakeholder influence and interest matrix is a management framework used to prioritize actor engagement. Within this matrix, individuals or groups who possess both high influence over project outcomes and high interest in the activities are critical. These key stakeholders must be managed very closely and consulted regularly to maintain project alignment and support.

**221.** (D) Linkages must be strictly formal; informal social networks are useless
Systems rely on both formal and informal coordination mechanisms. Assuming that linkages must be strictly formal and that informal social networks are useless is incorrect. Informal interactions, founded on personal relationships and mutual trust, play a crucial role in facilitating rapid information exchange, solving unexpected field problems, and bridging communication gaps between formal departments.

**222.** (C) P-3, Q-1, R-2, S-4
Linkage mechanisms connect distinct actors in innovation systems. Structural linkages involve creating formal coordination committees. Financial linkages are established through joint project funding, while informational linkages utilize shared databases for query tracking. Human resource linkages involve the rotation or secondment of staff, which fosters deeper understanding and collaboration between different institutions.

**223.** (B) Managing institutional linkage and stakeholder engagement
When a technically sound innovation fails in the field because key actors like extension agents and input dealers were not consulted, it represents a breakdown in managing institutional linkages and stakeholder engagement. Without strong coordination, research outputs remain isolated, ignoring the practical delivery systems and market networks required for successful adoption.

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**224.** (D) Brainstorming and listing all individuals who affect or are affected by the project
The initial step in conducting a stakeholder analysis for any agricultural intervention is to systematically brainstorm and list all individuals, groups, or organizations that affect or are affected by the project. This identification phase ensures no key actor is overlooked, establishing the baseline data needed to analyze interests, influence, and relationships.

**225.** (A) A structural hole that should be resolved by an innovation broker
A missing link in a linkage matrix identifies a structural hole where two critical actors do not interact, hindering system performance. In this situation, an innovation broker is needed to facilitate communication and establish a functional connection between credit cooperatives and farmer groups, ensuring that producers can secure the financial credit necessary to adopt technologies.

**226.** (C) Strategic public-private partnership
A formal agreement where a public research university provides elite crop varieties to a private seed company for multiplication, global marketing, and royalty sharing is a strategic public-private partnership. This model combines public scientific research with private sector commercial capacity, accelerating the delivery of improved seed technologies to farmers while generating revenue for public research.

**227.** (A) Founded on personal networks, trust, and social interactions
Informal linkages are primarily built on personal relationships, mutual trust, and face-to-face

providers naturally focus on high-value crops, post-harvest processing, and market integration. This commercial focus targets commercialized agricultural sectors and wealthier farmers who possess the financial capacity to pay for specialized technical and marketing advice.

**173.** (D) They focus equally on all types of farmers regardless of their paying capacity
Privatized extension models operate on commercial principles, which inevitably leads to unequal coverage across different farmer segments. Because private providers rely on cost-recovery mechanisms or profit margins, they naturally prioritize high-income, commercial producers who can afford their services. Consequently, resource-poor and subsistence smallholders who lack paying capacity are often underserved by purely private models.

**174.** (C) P-3, Q-2, R-4, S-1
The innovation-decision process conceptualizes how individuals adopt new ideas. It begins with knowledge, where the individual learns of the innovation's existence. In the persuasion stage, they form a favorable or unfavorable attitude. This leads to the decision stage, involving activities that prompt adoption or rejection, and concludes with confirmation, where reinforcement is sought.

**175.** (B) Publicly funded and privately delivered extension
A voucher system represents a hybrid mechanism where the government provides public funding to farmers in the form of financial vouchers, which can only be spent on private advisory services. This model combines public funding with private delivery, empowering farmers to choose their preferred private consultants, which stimulates competition and efficiency among service providers.

**176.** (D) Exclusion of smallholders from crucial advisory networks and widening inequality
Complete privatization of extension services in regions dominated by subsistence agriculture often leads to severe market failures. Because subsistence farmers cannot afford to pay advisory fees, private firms ignore them, focusing instead on large-scale commercial growers. This disparity excludes smallholders from critical technical information, leading to wider socio-economic inequality and reduced food security.

**177.** (A) Embedded extension services
Embedded extension occurs when technical advice is bundled with commercial transactions, such as buying inputs or marketing crops. When a private seed company provides free agronomic guidance alongside the purchase of its seeds, the cost of the advisory service is recovered through seed sales, making it a highly integrated and common private sector delivery model.

**178.** (C) Farmer-led, fee-based group extension
When a cooperative charges its members a subscription fee to hire an agronomist, it utilizes a farmer-led, fee-based group extension model. This collective approach allows smallholders to pool their financial resources, giving them direct control over the advisor's agenda, ensuring the advice received is highly relevant and tailored specifically to the group's needs.

**179.** (A) Delivering broad, non-excludable public goods such as natural resource conservation
Public sector extension is uniquely suited for delivering non-excludable public goods, such as natural resource management, sustainable agriculture, and environmental conservation. Because these practices yield long-term societal benefits rather than immediate private financial profits, private commercial firms lack the incentive to promote them, requiring state-funded programs to safeguard environmental and public interests.

**180.** (D) Ensuring free information access for the poorest laborers
Arguments supporting privatization emphasize reducing government expenditure, improving advisory timeliness, and increasing accountability to clients through fee payments. Ensuring free information access for resource-poor, marginalized laborers is not a feature of privatization, as commercial models require payment, which naturally restricts access for individuals who cannot afford to pay for private advisory services.

**181.** (B) Guiding farmers to produce based on market demands, standards, and profitability
Market-led extension shifts agricultural focus from simple production maximization to market alignment. It guides farmers to produce crops that match buyer demands, quality standards, and seasonal profitability. This approach ensures that farmers secure better prices, minimize post-

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**164.** (D) Conducting participatory rural appraisals and interviews with local elders
Identifying indigenous knowledge requires direct, respectful engagement with the communities that hold it. Participatory rural appraisal techniques, semi-structured interviews, and discussions with community elders are effective because traditional wisdom is primarily oral and experiential. These participatory methods build trust, encourage knowledge-sharing, and allow researchers to document context-specific agricultural practices directly from source practitioners.

**165.** (B) Scientific validation
When a traditional veterinary remedy is evaluated in a formal scientific institute and its efficacy is empirically proven, it undergoes scientific validation. This procedure tests the biological activity and safety of indigenous practices using rigorous scientific protocols, establishing credible evidence that can lead to broader institutional approval, standardized manufacturing, and integration into formal animal healthcare recommendations.

**166.** (C) Grassroots innovation
A low-cost tool fabricated by a local blacksmith using scrap metal to address a specific harvesting challenge is classified as a grassroots innovation. These solutions emerge from the practical needs of local actors outside formal research systems, relying on local materials, affordability, and context-specific designs to solve immediate agricultural problems without requiring external capital or academic research.

**167.** (D) ITK is holistic and context-specific; formal scientific knowledge is reductionist and generalizable
Traditional knowledge is deeply contextualized, viewing agricultural activities as part of a holistic, locally adapted ecological system. In contrast, formal scientific knowledge often uses a reductionist approach, isolating specific variables in controlled environments to discover universal, generalizable principles. Understanding these differences allows researchers to combine both systems to build highly resilient, sustainable agricultural models.

**168.** (A) Excessive promotional marketing by major multinational corporations
Upscaling grassroots innovations faces significant bottlenecks, such as a lack of technical standardization, limited access to venture capital, poor market linkages, and complex intellectual property registration systems. Excessive promotional marketing by multinational corporations is not a bottleneck, as these corporate entities typically promote their own industrial technologies rather than publicizing localized, low-cost grassroots innovations.

**169.** (B) Transferring the ownership and delivery of public extension services to private organizations
Privatization involves shifting the responsibility for funding, managing, or delivering agricultural extension services from public government agencies to private entities. This transition can include input manufacturers, non-governmental organizations, farmer cooperatives, or private consulting firms, aiming to reduce the administrative and financial burden on public treasuries while diversifying the availability of advisory services.

**170.** (B) To enhance efficiency, accountability, and financial sustainability of the program
The primary rationale behind privatizing extension services is to improve operational efficiency and cost-effectiveness. Private service providers are often highly accountable to clients because their financial viability depends on customer satisfaction. This shift reduces government budgetary pressures and introduces flexible, demand-driven advisory systems that can adapt rapidly to changing market demands and producer needs.

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**171.** (A) Agricultural information is a private economic commodity for which clients must pay
Fee-based extension systems operate on the economic premise that specialized agricultural information is a private good rather than a non-excludable public good. Because specific advice provides direct financial benefits to individual farmers, users are expected to pay for these services. This fee structure encourages commercial service delivery, enhances provider accountability, and ensures long-term service sustainability.

**172.** (C) It shifts attention toward high-value crops and business lines where clients are able to pay fees
Commercializing extension services aligns advisory efforts with profitable market activities. To recover costs and generate revenue, service

**191.** (B) Total crop yield volume and technological adoption rates
Traditional agricultural extension systems historically evaluated program success by measuring production-oriented outcomes, specifically total crop yields and technological adoption rates. In contrast, modern market-led extension systems prioritize financial indicators, assessing success based on net farm profitability, market integration, product quality standards, and the successful commercialization of rural agricultural produce.

**192.** (D) Testing kits designed for deep sub-soil geological profiling
Market-led extension relies on tools that facilitate trade and business management, such as mobile price applications, crop grading guides, and buyer-seller meets. Complex geological testing kits for deep sub-soil profiling are specialized tools for structural engineering or academic geology, holding no relevance for marketing agricultural produce, analyzing demand, or managing agribusiness value chains.

**193.** (A) Integrated Pest Management (IPM)
The Farmer Field School model was initially developed in Asia during the late 1980s by the Food and Agriculture Organization. Its primary goal was to promote Integrated Pest Management in rice cultivation, helping farmers understand ecological interactions, reduce excessive pesticide reliance, and make informed pest control decisions based on direct field observation.

**194.** (C) The field is the primary learning resource
A foundational principle of the Farmer Field School approach is that the field serves as the primary classroom. Rather than listening to passive lectures in schoolrooms, farmers engage in hands-on observation, experimentation, and analysis directly in the field, which allows them to understand ecological relationships and make practical crop management decisions based on real-time evidence.

**195.** (A) Farmers and scientists collaborate to test and adapt localized technologies
Participatory Technology Development is a highly collaborative process that brings together local farmers, extension agents, and agricultural scientists. Instead of delivering pre-packaged technical advice from central laboratories, this approach involves co-designing, testing, and adapting technologies in local fields, ensuring that the resulting innovations are highly relevant and compatible with farmers' actual socio-economic realities.

**196.** (D) They foster peer-to-peer learning, group cooperation, and social capital
Group-led extension methods leverage collective dynamics to facilitate knowledge sharing. By engaging farmers in groups, these approaches foster peer-to-peer learning and mutual support, which reduces individual risk. Furthermore, they strengthen local social capital and group cooperation, laying a solid foundation for the formation of formal producer organizations and collective marketing initiatives.

**197.** (B) It is a top-down, message-driven transfer of technology
The Farmer Field School methodology is fundamentally participatory, discovery-based, and bottom-up. It rejects the traditional, top-down transfer of technology model that relies on pre-determined packages of advice. Instead, the approach empowers farmers to become independent decision-makers through active experimentation, seasonal crop-cycle observation, and peer group discussions guided by a non-dictatorial facilitator.

**198.** (C) P-3, Q-1, R-4, S-2
Social network analysis identifies distinct communication roles. An isolate has minimal contact with others. A liaison links two cliques without being a member of either, while a bridge is a member of one clique who connects it to another. A gatekeeper controls the flow of information, deciding which messages enter the network.

**199.** (D) Agro-Ecosystem Analysis (AESA)
Agro-Ecosystem Analysis is a key tool used in Farmer Field Schools. It involves field groups making regular, systematic observations of crop health, insect populations, natural predators, weed presence, and weather conditions. This collective analysis helps farmers understand ecological balances, allowing them to make pest management and agronomic decisions based on field observations.

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harvest waste, and transition from traditional subsistence farming to profitable, commercialized agribusiness enterprises.

**182.** (C) All activities bringing a product from conception through processing to consumers
An agricultural value chain represents the full range of activities required to bring a crop or livestock product from its initial conception to final consumers. This includes input supply, on-farm cultivation, harvesting, processing, packaging, transport, and retail marketing, emphasizing how value is added at each step of the interconnected commercial network.

**183.** (D) Applying business skills and innovation to agricultural sectors to generate profits
Agri-preneurship is the application of entrepreneurial principles, business skills, and innovative technologies to agricultural enterprises. It involves identifying profitable market opportunities, processing raw materials for value addition, and managing farming operations as commercial businesses. This mindset transforms farming into a dynamic sector that generates sustainable income and employment for rural communities.

**184.** (A) Extension facilitates linkages among growers, processors, and target markets
Modern agricultural extension plays a critical role in value chains by facilitating essential connections among growers, food processors, financial institutions, and buyers. By bridging these communication gaps, extension helps farmers understand quality specifications, align production schedules with market demand, and establish stable commercial contracts, thereby enhancing overall supply chain efficiency and farmer profits.

**185.** (B) It assumes that higher yield automatically guarantees higher income
Market-led extension rejects the traditional assumption that high crop yields automatically translate to increased profits. Without market intelligence, bumper harvests can lead to local market gluts, causing price crashes and financial losses. Consequently, this model emphasizes that profitability depends on understanding consumer demand, product quality standards, post-harvest processing, and strategic marketing.

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**186.** (B) P-1, Q-2, R-4, S-3
Rogers' diffusion of innovations model categorizes adopters based on when they accept a new idea. Under a normal distribution curve, innovators constitute the first 2.5%, followed by early adopters at 13.5%. The early majority represents 34% of the population, while laggards, the final group to adopt, make up approximately 16% of the curve.

**187.** (A) Market intelligence and market-led extension
When high crop yields lead to unsold produce and price collapses, it highlights a severe lack of market intelligence. Farmers need market-led extension services to access real-time price trends, consumer preferences, and post-harvest storage options, enabling them to make informed planting decisions and plan sales strategically, rather than focusing solely on maximizing output.

**188.** (C) Facilitating training in value addition, agribusiness, and start-up capital
To promote youth-led entrepreneurship in agriculture, extension systems should focus on capacity building rather than traditional farming. Facilitating practical training in value-addition, agribusiness management, digital marketing, and access to start-up capital empowers rural youth to establish profitable agro-enterprises, which reduces rural unemployment and builds sustainable local economies.

**189.** (D) Downstream processors and consumers
Forward linkages in an agricultural value chain refer to the connections that move produce from the farm toward final consumers. These include post-harvest operations, processing, packaging, transport, wholesaling, and retailing. Managing these linkages effectively ensures that agricultural products meet market quality standards and reach consumers efficiently, thereby securing better returns for farmers.

**190.** (C) Value addition and agri-preneurship
Establishing a primary processing unit for raw agricultural commodities like turmeric at the village level is an act of value addition. This processing transforms raw crops into higher-value products, extending shelf life and reducing transit losses. It exemplifies rural agri-preneurship by creating local employment and increasing profit margins directly within the farming community.

**209.** (A) They are completely ineffective for delivering agricultural advisory services
Self-Help Groups are highly effective channels for agricultural extension. Composed of small, homogenous peer groups, they utilize pooled savings to provide credit options. These groups foster strong social trust, making them ideal platforms for disseminating technical advice, organizing collective farming activities, and connecting members with financial institutions and modern market networks.

**210.** (C) P-3, Q-4, R-1, S-2
Agricultural extension models feature distinct institutional characteristics. Public extension focuses on delivering broad public goods and implementing government policies. Private corporate extension is profit-driven and often bundles advice with input sales. NGOs prioritize marginalized groups and social mobilization, while Farmer Producer Organizations operate member-owned businesses to secure collective bargaining power.

**211.** (A) Serious duplication of efforts and conflicting advisor messages
When public agencies, private input dealers, and non-governmental organizations operate in the same area without coordination, it leads to institutional fragmentation. This lack of collaboration results in duplication of efforts, inefficient resource use, and conflicting technical recommendations, which can confuse farmers, erode trust, and reduce the overall effectiveness of extension services.

**212.** (D) Creating multi-stakeholder platforms with clearly defined partner roles
To resolve coordination challenges in pluralistic systems, administrative bodies establish multi-stakeholder platforms. These forums bring together public, private, and non-governmental actors to map activities, share information, and clarify roles. This collaborative approach minimizes duplication of effort, coordinates advisory messages, and leverages the unique strengths of each partner to improve service delivery.

**213.** (B) Public-Private Partnership (PPP)
An initiative where a state government finances a private technology firm to develop and deploy a digital agricultural application represents a public-private partnership. This arrangement utilizes public funding to address societal needs while leveraging private technical expertise and innovative capability, creating an efficient delivery mechanism that benefits farmers through modern digital tools.

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**214.** (C) Collective marketing and value chain support
When a federation of self-help groups aggregates member produce to sell directly to commercial supermarket chains, it performs collective marketing and value chain support. This aggregation overcomes individual smallholder scale limitations, improves quality control, secures higher prices through direct market access, and reduces transaction costs, enabling members to capture more value from their crops.

**215.** (D) Organizing communities and building trust among poor farmers
Non-governmental organizations have a comparative advantage over private corporations in organizing communities and building deep trust among resource-poor farmers. Because NGOs operate on social development mandates rather than profit-driven motives, they focus on participatory mobilization, social equity, and long-term capacity building, which helps establish strong local partnerships in vulnerable rural areas.

**216.** (A) To increase the overall physical fragmentation of holdings
Farmer Producer Organizations are promoted to achieve economies of scale, enhance collective bargaining power, and improve access to credit and agricultural advice. Increasing the physical fragmentation of landholdings is not a rationale for their development; in fact, FPOs aim to overcome the challenges of small, fragmented farms through collective management and aggregation.

**217.** (B) Identify system actors, mapping out their program interests and influence
Stakeholder analysis is a planning tool used to identify all actors who affect or are affected by an agricultural program. By mapping their interests, influence, expectations, and potential conflicts, program administrators can design targeted engagement strategies, negotiate partnerships, and ensure that key actors support project objectives, thereby improving implementation success and sustainability.

**200.** (A) To empower growers, maximize local relevance, and enhance program sustainability
Shifting toward farmer-led extension models empowers agricultural producers, putting them at the center of development efforts. These approaches ensure that advisory activities are highly relevant to local needs, since farmers determine priorities. By building local capacity and ownership, farmer-led programs become more sustainable over time, reducing reliance on top-down government interventions.

**201.** (B) Participatory Technology Development
When farmers establish experimental plots to compare crop varieties under varying conditions with researcher assistance, they engage in Participatory Technology Development. This process integrates scientific expertise with local knowledge, allowing farmers to test, evaluate, and adapt technologies in their own fields, which ensures the outcomes are practical and suitable for local adoption.

**202.** (B) Peer farmer-to-farmer extension model
The peer farmer-to-farmer model trains selected local farmers, often called lead farmers, to share knowledge with their peers. This approach is highly effective because farmers trust advice from fellow practitioners who understand local conditions. It expands the reach of extension services cost-effectively, while building community leadership and local problem-solving capacity.

**203.** (A) Discovery-based learning by the farmers themselves
Conventional demonstration plots are managed by extension staff to show pre-determined results. FFS plots, however, are designed as learning laboratories where farmers conduct experiments to observe outcomes firsthand. This discovery-based learning encourages critical thinking and diagnostics, enabling farmers to adapt practices rather than passively adopting rigid, top-down technological packages.

**204.** (C) Absolute dependence on extension agents for daily farm decisions
Successful Farmer Field Schools build self-reliance, observation skills, and cooperative networks among participants, reducing dependency. Absolute dependence on extension agents for daily farming decisions is not a positive outcome, as the core objective of the methodology is to empower farmers to become self-confident, independent managers capable of diagnosing and solving field problems themselves.

**205.** (D) The coexistence of multiple service providers from public, private, and NGO sectors
Pluralistic extension systems are characterized by the coexistence of diverse advisory providers, including public agencies, non-governmental organizations, private agribusiness companies, and farmer collectives. This diversity of actors offers farmers multiple channels for information, services, and inputs, fostering competition and enabling customized support that meets the varied needs of different agricultural segments.

**206.** (C) Combine resources of public and private entities to improve local service delivery
Public-private partnerships in agricultural extension combine the resources, expertise, and infrastructure of government departments and private businesses. These collaborations leverage public authority and private sector efficiency to improve advisory delivery, facilitate market access, and distribute technology, resulting in more comprehensive, sustainable, and effective services for agricultural producers.

**207.** (B) Local grassroots mobilization, equity, and serving many marginal communities
Non-governmental organizations typically focus on local grassroots mobilization, social equity, and rural empowerment. Operating closely with marginal and resource-poor communities, they customize their approaches to reach vulnerable groups overlooked by public or private systems. This focus on capacity building and sustainable resource management helps foster local self-reliance and community-led development.

**208.** (D) They are farmer-owned collectives designed to improve bargaining power and services
Farmer Producer Organizations are collectives owned and managed by agricultural producers. These organizations pool members' produce and demand, enabling smallholders to achieve economies of scale. This collective strength enhances their bargaining power during input procurement and market sales, reduces transaction costs, and improves access to financial credit, technology, and marketing services.

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social interactions rather than legal contracts or official directives. These relationships are highly flexible and responsive, enabling field agents, scientists, and farmers to share information and resolve immediate technical challenges quickly without navigating slow, bureaucratic institutional channels.

**228.** (D) Increased isolation of participating institutions
Establishing strong strategic partnerships enables organizations to pool complementary resources, solve technical problems collaboratively, and scale up innovations. Increased institutional isolation is not an outcome of these arrangements; partnerships are specifically designed to break down organizational silos, enhance communication, and foster collaboration across different sectors of the agricultural innovation system.

**229.** (B) Integrating gender perspectives into the planning and execution of all activities
Gender mainstreaming is the process of assessing the implications for both women and men of any planned action. In agricultural extension, this involves integrating gender perspectives into the design, implementation, monitoring, and evaluation of all policies and programs, ensuring that both genders participate equally and benefit from development interventions.

**230.** (C) The socially constructed roles, resources access, and constraints of men and women
A gender analysis framework is an analytical tool used to study the socially constructed roles, resource access, and constraints of men and women within a community. By examining who does what work, who controls resources, and who makes decisions, planners can design extension programs that address specific gender inequities and improve overall efficacy.

**231.** (D) Detailed gendered activity profiles and resource access profiles
The Harvard Analytical Framework, one of the earliest gender analysis models, systematically maps household and farm labor. It focuses on compiling detailed activity profiles to show who performs specific tasks, alongside resource access and control profiles that identify who has access to assets and who makes decisions about their use, highlighting gender disparities.

**232.** (A) Women provide crucial agricultural labor but have less resource access than men
Women play a vital role in global agriculture, contributing significant labor to crop cultivation, livestock management, and post-harvest processing. Despite this heavy involvement, they face systemic inequalities, holding far less access than men to land ownership, agricultural credit, formal training, extension services, and decision-making bodies, which limits their productivity and livelihoods.

**233.** (B) It assumes the male head of household will share info with all family members
Assuming that agricultural information delivered to a male head of household will automatically trickle down to all family members is incorrect. Empirical studies show that information sharing within households is often limited. Gender-sensitive extension must target female farmers directly to ensure they receive critical technical advice, recognizing their distinct roles and needs.

**234.** (B) Collect gender-disaggregated data → Analyze roles and resource access → Identify constraints → Design targeted intervention
Implementing a gender-responsive program requires a logical progression. The process begins by collecting gender-disaggregated data, followed by analyzing distinct gender roles and resource access. This allows planners to identify specific constraints faced by women and men, which provides the necessary analytical foundation to design targeted, effective agricultural extension interventions.

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**235.** (A) Gender-blind technology development
Designing agricultural machinery based solely on male physiological ergonomics, without considering female operators, represents gender-blind technology development. This oversight creates physical barriers, safety hazards, and efficiency losses for women farmers who perform field operations, highlighting the critical need for gender-responsive design in agricultural mechanization and tool development.

**236.** (C) Recruiting female field agents and leveraging local women's groups
In highly patriarchal societies where social norms restrict male-female interaction, reaching women farmers requires culturally sensitive approaches. Recruiting and deploying female extension agents is highly effective, as is working

systemic gender power relations within societies.
Which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2017
**11.** Which index measures gender inequalities in three important aspects of human development: reproductive health, empowerment, and economic status?
(A) Gender Inequality Index (GII)
(B) Gender Development Index (GDI)
(C) Gender Empowerment Measure (GEM)
(D) Human Development Index (HDI)

2017
**12.** Gender Budgeting is primarily a tool to achieve which of the following?
(A) Allocating separate and independent budgets for men and women
(B) Reducing financial allocations for male citizens
(C) Mainstreaming gender in all stages of the budgetary process
(D) Increasing government spending on welfare schemes

2022
**13.** Which of the following ergonomic factors is most critical when designing drudgery-reducing agricultural tools for women?
(A) Aesthetic appeal and color of the tool
(B) Manufacturing cost of the raw materials
(C) Portability and weight over long distances
(D) Anthropometric measurements of female users

2007
**14.** Intra-household food distribution in patriarchal societies most commonly results in which of the following?
(A) Achieving equitable caloric and micronutrient intake for all members
(B) Prioritization of maternal health and nutritional security
(C) Nutritional deficits among women and girls
(D) Higher rates of malnutrition in adult males

2007
**15.** Consider the following statements about Naila Kabeer's framework of empowerment:
I. It includes the dimension of resources.
II. It includes the dimension of agency.
III. It includes the dimension of achievements.
IV. It focuses exclusively on political participation.
Which of the above statements is/are INCORRECT?
(A) I and II
(B) IV only
(C) II and III
(D) I, II and III

2012
**16.** In the context of Self-Help Groups (SHGs), what does the grading process primarily assess?
(A) Individual members' educational qualifications
(B) The total population size of the village
(C) The socio-economic and caste composition of members
(D) The group's creditworthiness and maturity

2025
**17.** The SHG-Bank Linkage Programme (SBLP) in India was pioneered by which institution?
(A) NABARD
(B) State Bank of India (SBI)
(C) Reserve Bank of India (RBI)
(D) Ministry of Women and Child Development

2012
**18.** Micro-finance institutions (MFIs) provide rural women with which essential service to promote entrepreneurship?
(A) Large-scale corporate loans
(B) Free agricultural machinery
(C) Collateral-free small credit
(D) Direct agricultural subsidies

2001
**19.** An all-women Farmer Producer Organization (FPO) is fundamentally classified as which type of institution?
(A) Member-owned rural collective
(B) Private limited corporate enterprise
(C) Non-Governmental Organization (NGO)
(D) State-owned public sector undertaking

2003
**20.** Match the Constitutional Articles in List I with their provisions in List II.
**List I :** Constitutional Articles
P. Article 14
Q. Article 15
R. Article 39
S. Article 243D
**List II :** Provisions

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**246.** (C) Identify climate risks → Assess local vulnerabilities and capacities → Prioritize adaptation strategies → Implement and monitor
Planning community-based climate adaptation requires a systematic approach. The process begins by identifying specific climate risks, followed by assessing local vulnerabilities and adaptive capacities. This diagnostic phase allows the community to prioritize appropriate adaptation strategies, leading to successful execution and regular, participatory monitoring to ensure long-term effectiveness.

**247.** (D) High vulnerability and low adaptive capacity
When a coastal farming community cannot recover from repeated climate shocks like saline intrusions, it indicates high vulnerability and low adaptive capacity. This vulnerability stems from limited resources, inadequate protective infrastructure, and a lack of alternative livelihood options, leaving the community highly exposed to severe environmental degradation and economic instability.

**248.** (A) Sending targeted, real-time agro-met advisories and warnings to farmers' mobile phones
Information and Communication Technology is a powerful tool for climate adaptation. By transmitting real-time agro-meteorological advisories and extreme weather alerts directly to farmers' mobile phones, extension systems provide timely information. This rapid communication allows agricultural producers to harvest early, protect assets, and adjust field operations to minimize climate-induced losses.

**249.** (B) Climate adaptation and resource use efficiency
Shifting from flood irrigation to drip irrigation in water-stressed regions is a critical adaptation strategy. By delivering water directly to plant roots, drip systems minimize evaporation and runoff, enhancing water-use efficiency. This technology helps farmers conserve scarce water resources and maintain crop yields under drought conditions, building overall climate resilience.

**250.** (B) Transformational adaptation
Transformational adaptation involves fundamental changes in a system's structure or location when existing practices become unviable. Assisting farmers to transition from agricultural cultivation to off-farm enterprises because of severe, irreversible soil degradation is a key example. It moves beyond incremental adjustments to establish entirely new, sustainable livelihoods suited to changed conditions.

**251.** (A) Reducing greenhouse gas emissions and enhancing carbon sinks
Mitigation and adaptation are complementary climate strategies. While adaptation focuses on coping with the impacts of climate change, mitigation targets the root causes. It involves implementing agricultural practices that reduce greenhouse gas emissions, such as improved livestock management, alongside activities that enhance carbon sequestration, like agroforestry, to slow global warming.

**252.** (C) Centralizing all agricultural decision-making in a distant capital city
Building climate resilience requires local flexibility, decentralization, community seed banks, and weather-indexed insurance. Centralizing all decision-making within a distant capital city is not a relevant strategy; indeed, top-down centralization hinders timely responses, ignores localized ecological realities, and reduces the capacity of communities to adapt quickly to changing weather patterns.

**253.** (D) Promote production of diverse, nutrient-rich foods to improve dietary quality
Nutri-sensitive agriculture is an approach that aligns agricultural production with nutritional outcomes. Rather than focusing solely on maximizing the yields of high-calorie staple grains, it promotes the cultivation of diverse, nutrient-rich foods, including vegetables, fruits, legumes, and small livestock, directly addressing micronutrient deficiencies and improving local dietary quality.

**254.** (C) Running commercial activities on working farms to attract recreational visitors
Agri-tourism is a niche diversification strategy involving commercial activities on working farms to attract recreational visitors. It provides urban tourists with hands-on educational and culinary experiences, while generating additional, diversified income for farming families. This model strengthens rural-urban connections and supports local heritage preservation through on-farm tourism activities.

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through established local women's groups. These strategies respect cultural boundaries while ensuring female producers gain direct access to vital agronomic training and resources.

**237.** (D) Sell the land or change its primary crop use
In gender analysis, "access" and "control" represent different levels of resource command. A female farmer may have access to land to cultivate crops, but she lacks control if she does not have the authority to make strategic decisions, such as selling the property, using it as collateral, or changing its primary agricultural use.

**238.** (C) Inclusive gender-responsive design intervention
Providing micro-credit specifically to women's self-help groups for dairy enterprises is an inclusive, gender-responsive intervention. This design recognizes women's traditional roles in livestock care while addressing their structural lack of financial capital. By targeting these constraints, the project empowers women economically, improves household income, and enhances local dairy production systems.

**239.** (B) Long-term goals aimed at shifting power balances and achieving legal gender equity
Gender needs are divided into practical and strategic categories. Practical needs address immediate survival necessities like water and food. Strategic gender interests focus on long-term goals designed to shift power balances between genders. These include achieving legal equality, secure land ownership rights, shared decision-making power, and ending systemic discrimination within communities.

**240.** (D) The total number of tractors imported by the country
Evaluating gender mainstreaming success relies on indicators showing reduced disparities, such as female technology adoption rates, women's representation in leadership, and narrow gaps in credit access. The total number of tractors imported nationally is not a relevant indicator, as this macro-level trade statistic reveals nothing about resource distribution or gender equity.

**241.** (A) Adjusting farming methods to minimize environmental damages and cope with weather changes
Climate change adaptation in agriculture involves adjusting farming practices, choices, and systems to minimize environmental damage and cope with changing weather patterns. This includes implementing conservation agriculture, using drought-tolerant seed varieties, and adjusting planting dates, enabling farmers to maintain productivity and safeguard food security under shifting climate conditions.

**242.** (C) The capacity of a community to withstand and recover from climate shocks and stresses
Community resilience is the ability of a local population to withstand, adapt to, and recover from climate-induced shocks and stresses, such as droughts, floods, or rising temperatures. It involves combining social capital, diverse livelihoods, and adaptive technologies, enabling communities to maintain essential functions and bounce back stronger from environmental disruptions.

**243.** (A) Facilitating the local adoption of Climate-Smart Agriculture (CSA) methodologies
Enhancing agricultural climate resilience requires proactive extension strategies. Facilitating the local adoption of Climate-Smart Agriculture practices, such as agroforestry, conservation tillage, and precise nutrient management, is key. These methodologies help farmers stabilize yields, adapt to changing weather patterns, and, where possible, reduce greenhouse gas emissions, ensuring long-term sustainability.

**244.** (D) Extension serves as a vital bridge translating climate warning data into actionable advice
Agricultural extension services act as a vital link between climate science and practical farming. By translating complex scientific data, meteorological forecasts, and seasonal climate warnings into simple, actionable advice, extension agents empower farmers to make timely decisions, such as adjusting planting schedules or adopting resilient crop varieties, minimizing climate risks.

**245.** (B) It strictly prohibits the use of indigenous technical knowledge
Climate-Smart Agriculture is an inclusive approach that integrates various forms of knowledge to build resilience and sustainability. The assumption that it strictly prohibits indigenous technical knowledge is incorrect. In fact, combining scientific innovations with time-tested traditional practices, such as local water harvesting, is essential for developing effective, context-specific climate adaptation strategies.

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**264.** (A) Eliminating the need for actual farming operations
Agri-tourism generates additional income, educates urban consumers, and preserves local rural heritage. Eliminating the need for actual farming operations is not a benefit, as agri-tourism depends on a functioning, working farm to provide authentic agricultural experiences, meaning that active farming operations remain the essential core activity supporting the tourism enterprise.

**265.** (B) Rural people and the capital assets required for their sustainable means of living
The Sustainable Rural Livelihood framework is fundamentally actor-centric, focusing directly on rural people and their households. It examines the diverse capital assets, including human, social, natural, physical, and financial resources, that individuals access and combine to pursue sustainable livelihoods, build resilience against external shocks, and improve their overall well-being.

**266.** (A) Skills, knowledge, labor ability, and health
Within the sustainable livelihoods framework, human capital represents the skills, practical knowledge, ability to labor, and good physical health of individuals. This asset is essential because it enables people to pursue different livelihood strategies, utilize other forms of capital effectively, and adapt to technological innovations or shifting market conditions.

**267.** (A) Natural resource stocks and ecological flows used to support local livelihoods
Natural capital in the livelihoods framework comprises the natural resource stocks and environmental services from which useful livelihoods are derived. This asset includes land, water, forests, marine resources, biodiversity, and ecosystem services, providing the foundational biophysical resources that rural communities rely on for agricultural production and survival.

**268.** (C) It comprises community networks, group memberships, and relationships of local trust
Social capital within the sustainable livelihoods framework refers to the social resources upon which people draw to pursue their livelihood objectives. This includes community networks, memberships in formal groups, relationships of trust, and mutual exchange systems, which facilitate cooperation, reduce transaction costs, and act as safety nets during crises.

**269.** (D) It encompasses the innate physical health and strength of a laborer
Physical capital refers to the basic infrastructure and producer goods needed to support livelihoods, such as roads, buildings, water systems, energy networks, and communications technology. The assertion that it encompasses the innate physical health and strength of a laborer is incorrect, as physical health is classified as human capital within the framework.

**270.** (C) I, II, III, IV
Implementing the Sustainable Livelihoods Approach requires a logical analytical sequence. Practitioners first analyze the vulnerability context, then assess the existing livelihood assets using the five capitals. This is followed by evaluating the transforming structures and policies, and finally designing targeted interventions to achieve positive livelihood outcomes for the community.

**271.** (B) Human Capital
Providing vocational training on machinery repair directly enhances human capital. By building technical skills, practical knowledge, and problem-solving abilities, this training increases a farmer's labor capacity and employability, enabling them to operate machinery efficiently, reduce maintenance costs, and diversify their household livelihood strategies through off-farm income-generating activities.

**272.** (D) External trends, shocks, and seasonality factors over which people have no control
The vulnerability context in the livelihoods framework represents the external environment in which people exist. It encompasses factors over which individuals have no direct control, including sudden shocks like natural disasters, long-term trends such as economic changes or population growth, and seasonal shifts in prices and employment opportunities.

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**273.** (A) Natural and Social Capital
Establishing a community seed bank and a water-sharing cooperative strengthens both natural and social capital. It secures essential biophysical resources, representing natural capital, while simultaneously building community networks, mutual trust, and collective action frameworks, which represent social capital, thereby enhancing overall community resilience and resource management.

**274.** (C) Financial Capital
Access to a government-subsidized crop insurance scheme is classified as financial capital. This asset provides farmers with financial resources, risk mitigation, and security against crop failure. By reducing economic vulnerability to weather shocks, insurance helps stabilize household income and enables producers to invest in productive agricultural technologies with confidence.

**275.** (A) They are highly interdependent, where alterations in one asset directly affect others
The five capitals in the livelihoods framework are highly interdependent, where changes in one asset directly influence others. For example, building human capital through education can improve access to financial capital, which can then be used to purchase physical capital or conserve natural capital, demonstrating the dynamic nature of livelihood strategies.

**276.** (D) The specific color of provincial extension office walls
Transforming structures and processes include trade policies, legal frameworks, and local governance institutions that shape livelihoods. The color of extension office walls is not a relevant component, as this aesthetic detail has no influence on institutional rules, policy implementation, power dynamics, or the resource access of rural communities.

**277.** (C) 17
The United Nations Sustainable Development Goals are a universal call to action adopted in 2015. This global framework comprises 17 interconnected goals designed to address urgent environmental, political, and economic challenges, aiming to end poverty, protect the planet, and ensure peace and prosperity for all people by the year 2030.

**278.** (B) SDG 2
Sustainable Development Goal 2 is directly aligned with the core mission of agricultural extension. This goal aims to end hunger, achieve food security, improve nutrition, and promote sustainable agriculture. Extension systems support this goal by transferring resilient technologies, improving farming skills, and enhancing the overall productivity of smallholder food producers globally.

**279.** (A) SDG 5 (Gender Equality)
Agricultural extension programs that focus on empowering women farmers strongly align with Sustainable Development Goal 5, which targets gender equality. By improving women's access to land, agricultural credit, technical training, and leadership positions, these initiatives reduce gender disparities, enhance female decision-making power, and boost overall agricultural productivity and household well-being.

**280.** (A) Extension targets multiple SDGs, including zero hunger and climate action
Modern agricultural extension systems are highly integrated with the Sustainable Development Goals, targeting multiple objectives simultaneously. By promoting resilient farming practices, extension addresses zero hunger, poverty reduction, gender equality, clean water management, and climate action, demonstrating its broad, cross-cutting impact on sustainable global development and resource conservation.

**281.** (B) Agriculture operates independently of SDG 1 (No Poverty) since farmers are inherently wealthy
The assertion that agriculture operates independently of poverty reduction because farmers are inherently wealthy is incorrect. A vast majority of the world's poor live in rural areas and depend directly on agriculture for their livelihoods. Consequently, sustainable agricultural development is a primary driver for achieving poverty eradication globally.

**282.** (D) SDG 17 (Partnerships for the Goals)
Establishing multi-stakeholder innovation platforms and public-private partnerships in agricultural extension directly addresses Sustainable Development Goal 17, which focuses on partnerships for the goals. These collaborative frameworks mobilize diverse resources, share technical expertise, and build institutional cooperation to tackle complex global challenges, improving the delivery of sustainable development programs.

**283.** (A) Unsustainable resources and loss of international development funding
Failing to align national agricultural extension targets with the Sustainable Development Goals can lead to resource instability and a loss of international development funding. Many global donors and finance institutions require projects

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to demonstrate direct contributions to the SDG framework, making alignment critical for securing external investment and technical support.

**284.** (C) Promoting post-harvest loss reduction and sustainable circular farming systems
Extension systems contribute to Sustainable Development Goal 12, which focuses on responsible consumption and production, by promoting post-harvest loss reduction, efficient resource use, and sustainable circular farming systems. These practices minimize food waste, optimize inputs, and encourage recycling, helping to establish highly sustainable and eco-friendly agricultural production chains.

**285.** (B) SDG 7 (Affordable and Clean Energy)
Deploying solar-powered irrigation pumps directly connects agricultural productivity with Sustainable Development Goal 7, which promotes affordable and clean energy. By replacing diesel generators with renewable solar technology, this intervention reduces greenhouse gas emissions, lowers operational costs for farmers, and ensures reliable water access, demonstrating clear synergies between clean energy and food security.

**286.** (D) Alignment with SDG 14 (Life Below Water)
An extension initiative that trains coastal communities in sustainable aquaculture and mangrove forest restoration aligns with Sustainable Development Goal 14, which targets life below water. By promoting sustainable marine resource management and protecting coastal ecosystems from degradation, this project helps safeguard precious aquatic biodiversity while supporting local coastal livelihoods.

**287.** (B) Comprehensive and universally applicable to all nations
The Sustainable Development Goals represent a significant expansion of the Millennium Development Goals. While the MDGs focused primarily on developing countries, the SDGs are comprehensive, universal, and apply to all nations regardless of development status, integrating economic growth, social inclusion, and environmental protection into a single, highly integrated global development framework.

**288.** (D) Promoting the burning of crop residues to clear fields quickly
Extension activities for climate action include distributing database guidelines, training in agroforestry, and setting up weather advisory systems. Promoting the burning of crop residues is not a relevant activity; in fact, burning residues releases greenhouse gases and destroys soil organic matter, contradicting climate mitigation and sustainable land management goals.

**289.** (A) Basing services directly on the expressed needs and priorities of farmers
Demand-driven extension models differ from traditional supply-driven approaches by basing advisory services directly on the expressed needs, priorities, and constraints of farmers. Rather than delivering pre-packaged technical advice developed in distant laboratories, this approach ensures that information is highly relevant, locally adapted, and responsive to the actual challenges faced by producers.

**290.** (C) Engaging farmers at grassroots levels to identify priorities and formulate plans
Bottom-up planning in agricultural extension involves engaging farmers directly at the grassroots level to identify their unique needs, analyze constraints, and formulate development plans. This participatory process ensures that subsequent extension programs are highly relevant, build local ownership, and integrate traditional knowledge with modern scientific recommendations to achieve sustainable development outcomes.

**291.** (A) Systems ensuring providers are answerable to farmers for service quality
Accountability mechanisms in extension are institutional systems designed to ensure that service providers are answerable directly to farmers for the quality, timeliness, and relevance of their advice. These tools shift power dynamics, making extension agents more responsive to client needs and establishing clear feedback loops that improve program performance.

**292.** (D) It brings decision-making closer to clients for responsive localized planning
Decentralization in agricultural extension transfers authority, resources, and decision-making responsibilities from central government offices to local or regional administrative levels. This structural shift brings planning closer to farmers, enabling local authorities to design responsive, customized programs that address specific regional agro-ecological and socio-economic conditions.

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**293.** (B) It operates on the assumption that "one size fits all"
The assumption that a single, standardized package of advice fits all farmers is incorrect. Demand-driven extension recognizes that farming communities are highly diverse, requiring tailored advisory services. This model operates on mechanisms that enable different farmer segments to articulate their specific needs, often involving cost-sharing to enhance local ownership and accountability.

**294.** (C) Bottom-up planning
Conducting a participatory rural appraisal to finalize a village agricultural plan is a clear example of bottom-up planning. This process utilizes participatory tools to enable community members to map resources, identify constraints, and prioritize local development goals, ensuring that subsequent extension interventions align with grassroots realities and local needs.

**295.** (D) The lack of relevance to real socio-economic and local agricultural challenges
The failure of top-down extension programs is primarily caused by a lack of relevance to the real socio-economic and agro-ecological conditions of farmers. When centralized agencies deliver standardized technical packages without consulting local communities, they often ignore actual resource constraints, cultural preferences, and market realities, leading to low adoption rates.

**296.** (A) Empowering local farmer groups to review performance and manage operational funds
To establish strong accountability to local farmers, extension systems can empower farmer groups to review agent performance and manage operational budgets directly. This financial and administrative oversight makes extension agents directly answerable to the community, ensuring that advisory services are highly responsive, relevant, and aligned with group priorities.

**297.** (B) Farmers demand quality and relevant advice when paying for it
Shifting to fee-based or voucher systems enhances accountability because farmers demand high-quality, relevant advice when they contribute financially to it. This transaction transforms passive recipients into paying clients, giving them the economic leverage to demand professional service delivery and hold advisory providers directly responsible for the quality of their recommendations.

**298.** (B) Decentralized, bottom-up planning
A planning system where village committees compile local needs, which are then aggregated at the district level to shape research agendas, exemplifies decentralized, bottom-up planning. This institutional pathway ensures that academic research is driven by actual field demands, creating a highly responsive system that addresses the practical challenges of local farmers.

**299.** (A) Broad, blanket recommendations and standardized technology packages
Supply-driven extension models are typically characterized by broad, blanket recommendations and standardized technology packages developed in central research stations. These programs focus on disseminating pre-determined technological messages to all farmers regardless of their diverse local resources, microclimates, or socio-economic capacities, often resulting in low adoption rates in marginal areas.

**300.** (C) Classified, secret budgeting processes
Fostering accountability to farming communities relies on transparency, such as citizen charters, social audits, and open feedback loops. Classified, secret budgeting processes are not relevant tools, as withholding financial information prevents community monitoring, reduces institutional transparency, and hinders the ability of farmers to evaluate whether public funds are used effectively.

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# CHAPTER 10
# Gender Sensitization and Empowerment

2024

**1.** Which of the following best defines the biological differences between males and females?
(A) Sex
(B) Gender
(C) Patriarchy
(D) Gender equity

2007

**2.** According to Moser's framework, which role involves activities undertaken primarily by women at the community level to ensure the provision and maintenance of scarce resources?
(A) Productive role
(B) Reproductive role
(C) Community managing role
(D) Community politics role

2017

**3.** What term is used when policies or programs fail to recognize that roles and responsibilities of men and women are given to them in specific social and cultural contexts?
(A) Gender blindness
(B) Systematic gender bias
(C) Practical gender equity
(D) Structural gender balance

2015

**4.** Providing a clean water supply in a village primarily addresses which of the following for women?
(A) Strategic Gender Needs (SGN)
(B) Community politics needs
(C) Institutional empowerment needs
(D) Practical Gender Needs (PGN)

2016

**5.** Consider the following statements regarding the feminization of agriculture:
I. It is driven by male out-migration to urban areas.
II. It leads to women having absolute land ownership.
III. It increases the workload of women in farming activities.
Which of the above statements is/are correct?
(A) I and II
(B) I and III
(C) II and III
(D) I, II and III

2024

**6.** Which approach to development emphasizes changing the underlying structures of subordination and focusing on relations between men and women?
(A) Women in Development (WID)
(B) Women and Development (WAD)
(C) Gender and Development (GAD)
(D) Gender Analysis Matrix (GAM) tool

2003

**7.** The Harvard Analytical Framework is also known as which of the following?
(A) Women's Empowerment Framework
(B) Gender Planning Framework
(C) Social Relations Approach
(D) Gender Roles Framework

2012

**8.** In Longwe's Women's Empowerment Framework, which level represents the highest stage of empowerment?
(A) Control
(B) Conscientisation
(C) Participation
(D) Access

2009

**9.** Which framework relies heavily on four categories: women, men, household, and community, to analyze the impact of development interventions?
(A) The Moser Gender Planning Framework
(B) Gender Analysis Matrix (GAM)
(C) Harvard Analytical Framework
(D) The Longwe Empowerment Framework

2002

**10.** Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R):
**Assertion (A) :** The Women in Development (WID) approach focused primarily on integrating women into economic development.
**Reason (R) :** WID sought to restructure the

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**255.** (B) Growing crops and raising livestock within and around urban areas
Urban and peri-urban agriculture refers to the cultivation of crops and raising of livestock within city boundaries and surrounding suburban zones. This practice enhances food security, shortens supply chains, and improves access to fresh, nutritious produce for urban populations, while contributing to municipal greening and recycling urban organic waste resources.

**256.** (D) It involves breeding food crops to increase their intrinsic nutritional content
Biofortification is a sustainable strategy to combat micronutrient malnutrition. It involves breeding food crops, through conventional breeding or biotechnology, to increase their intrinsic nutritional value, such as higher levels of iron, zinc, or vitamin A. This approach ensures that nutrient-rich varieties are accessible to resource-poor populations through daily staple food consumption.

**257.** (A) It faces no constraints regarding water quality or land tenure
The assumption that urban agriculture faces no constraints regarding water quality or land tenure is incorrect. Urban farmers frequently struggle with secure land access, high land values, and regulatory restrictions. Additionally, accessing clean irrigation water is a significant challenge, requiring careful management of municipal wastewater to ensure food safety and prevent contamination.

**258.** (C) I, IV, II, III
Developing an agri-tourism enterprise requires a logical, sequential plan. The process starts by assessing farm assets and tourism potential. Next, managers must ensure legal, liability, and regulatory compliance to mitigate business risks, before designing visitor experiences and infrastructure. Finally, marketing the enterprise to target demographics attracts visitors and generates sustainable revenue.

**259.** (A) It shifts success metrics from simply "yield per hectare" to "nutrition"
A major challenge in promoting nutri-sensitive agriculture is shifting established success metrics. Conventional agriculture measures productivity in terms of yield per hectare and crop volume. Nutri-sensitive approaches, however, prioritize nutritional quality, dietary diversity, and micronutrient delivery, requiring extension services to redesign training programs, evaluation indicators, and policy incentives to support nutritional goals.

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**260.** (D) Promoting diverse homestead nutritional kitchen gardens containing mixed crops
To promote dietary diversity and improve nutrition in rural areas, extension programs should focus on household-level food production. Promoting diverse homestead nutritional kitchen gardens containing mixed crops, such as leafy greens, fruits, and legumes, provides families with direct, year-round access to micronutrients, reducing malnutrition and dependence on commercial markets.

**261.** (B) Close physical proximity to high-demand urban consumer markets for fresh produce
Integrating livestock, aquaculture, and horticulture in peri-urban areas is primarily driven by close proximity to high-demand urban consumer markets. This location minimizes transport times, post-harvest losses, and marketing costs, allowing farmers to deliver fresh, high-value perishable products to city centers quickly, resulting in high profitability and rapid cash flow.

**262.** (C) Combined urban farming, value addition, and tourism
A program training farmers to cultivate high-value medicinal mushrooms for city restaurants while welcoming tourists to harvest their own combines urban farming, value addition, and tourism. This diversified enterprise captures premium restaurant markets, generates tourism revenue, and educates the public, demonstrating how modern peri-urban agribusinesses can integrate multiple income streams.

**263.** (D) Utilizing space-intensive technologies and regulated urban wastewater
Urban extension models differ from rural systems due to space and resource constraints. Urban programs must prioritize space-intensive technologies, such as vertical farming and hydroponics, alongside the safe use of regulated urban wastewater. This specialized focus ensures safe food production within dense city limits, addressing urban environmental regulations and high land costs.

1. Equal pay for equal work for both men and women
2. Equality before the law
3. Reservation of seats for women in Panchayats
4. Prohibition of discrimination on grounds of sex

(A) P-4, Q-2, R-3, S-1
(B) P-2, Q-3, R-1, S-4
(C) P-1, Q-4, R-2, S-3
(D) P-2, Q-4, R-1, S-3

2019

**21.** Which barrier primarily constitutes the 'gender digital divide' in rural areas?
(A) Lack of personal interest among rural women in technology
(B) Unequal access to digital devices and connectivity
(C) Unavailability of digital content in local languages
(D) High technical complexity of agricultural applications

2021

**22.** The Hindu Succession (Amendment) Act, 2005, brought which major change for women?
(A) It provided comprehensive maternity benefits and healthcare in unorganized sectors.
(B) It mandated and enforced strictly equal wages for equal productive labor.
(C) It granted daughters equal coparcenary rights.
(D) It reserved designated political seats for women across all state legislatures.

2002

**23.** Which Sustainable Development Goal (SDG) is explicitly dedicated to achieving gender equality and empowering all women and girls?
(A) SDG 3
(B) SDG 4
(C) SDG 5
(D) SDG 10

2002

**24.** What does CEDAW stand for in the context of international human rights?
(A) Convention on the Elimination of All Forms of Discrimination Against Women
(B) Council for the Equality, Diversity, Advancement, and Empowerment of Women
(C) Commission on Empowering Disadvantaged, Underrepresented, and Alienated Women
(D) Charter for the Equal and Fair Distribution of Global Agricultural Wealth

2023

**25.** Consider the following statements about Mahila Kisan Sashaktikaran Pariyojana (MKSP):
I. It is a sub-component of DAY-NRLM.
II. It aims to empower women in agriculture.
III. It focuses exclusively on urban women entrepreneurs.
IV. It promotes agro-ecological practices.
V. It provides systemic investments to enhance women's participation.
Which of the above statements is/are correct?
(A) I, II, III and IV
(B) I, II, IV and V
(C) II, III, IV and V
(D) I, III, IV and V

2021

**26.** Which concept refers to fairness of treatment for women and men, according to their respective needs?
(A) Gender Equality
(B) Gender Equity
(C) Gender Roles
(D) Gender Division of Labor

2025

**27.** The National Policy for the Empowerment of Women in India was adopted in which year?
(A) 1995
(B) 2001
(C) 2010
(D) 2015

2025

**28.** Rashtriya Mahila Kosh (RMK) was established primarily for which purpose?
(A) Providing subsidized housing and shelter for destitute women
(B) Funding and supporting women's political campaigns at all levels
(C) Extending micro-credit to poor women
(D) Providing academic scholarships for girls entering higher education

2015

**29.** Which of the following is NOT a component of the Harvard Analytical Framework?
(A) Activity Profile analysis
(B) Access and Control Profile
(C) Influencing Factors identification
(D) Conscientisation Assessment

2010

**30.** Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R):

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III. Effective market linkages.
IV. Exclusivity to large landholding farmers.
V. Capacity building of members.
Which of the above characteristics is/are incorrect?
(A) I and III
(B) III and V
(C) II and IV
(D) I and V

2008
**71.** The Gender Inequality Index (GII) uses which indicator to measure empowerment?
(A) Female labor force participation rates across rural and urban markets
(B) National maternal mortality ratios combined with adolescent birth rates
(C) Average per capita disposable income and formal real property ownership
(D) Parliamentary representation and secondary education

2005
**72.** In gender analysis, a 'Seasonal Calendar' is primarily used to identify what?
(A) Annual peaks in labor demand and gender roles
(B) The average monthly disposable financial income of the household
(C) The formal and informal political power structure of the village
(D) The chronological timeline of historical development events in the community

2003
**73.** Which intervention is most likely to reduce the gender digital divide?
(A) Exclusively promoting and distributing English-only digital software and content
(B) Vernacular digital literacy camps
(C) Taxing smart personal electronic devices and mobile phones heavily
(D) Arbitrarily restricting high-speed internet access hours in rural areas

2012
**74.** Which Article of the Indian Constitution ensures equality of opportunity in matters of public employment?
(A) Article 14
(B) Article 15
(C) Article 16
(D) Article 42

2003
**75.** Select the correct sequence of the SHG evolution phases under standard development practices:
(A) Formation → Grading → Credit Linkage → Micro-enterprise
(B) Formation → Credit Linkage → Grading → Micro-enterprise
(C) Credit Linkage → Formation → Grading → Micro-enterprise
(D) Grading → Formation → Micro-enterprise → Credit Linkage

2023
**76.** The concept of 'Gender Blindness' most often leads to which outcome in agricultural extension?
(A) Designing highly tailored and specific training programs for rural women
(B) Generous over-allocation of public developmental funds to women's programs
(C) Marginalizing women by assuming all farmers are men
(D) Rapidly achieved and systematically enhanced gender equity across sectors

2009
**77.** Which tool provides a quantitative assessment of a government's commitment to gender equality by analyzing its public expenditure?
(A) Social Audit
(B) Environmental Impact Assessment
(C) Demographic Dividend Tracking
(D) Gender Responsive Budgeting

2007
**78.** Which statement best describes 'Conscientisation' in Longwe's framework?
(A) Guaranteeing completely equal access to physical and financial factors of production
(B) Mobilizing and taking collective action to bring together community resources
(C) Realizing gender subordination is socially constructed
(D) Securing and ensuring all marginalized rural women have adequate food and shelter

2016
**79.** The Mahila Kisan Sashaktikaran Pariyojana (MKSP) specifically targets the capacity building of which group?
(A) High-level corporate female executives in multinational firms
(B) Women in farming and allied sectors
(C) Democratically elected female political leaders in state governance
(D) Enrolled female university students in advanced STEM disciplines

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gender equality.

Which of the above statements is/are correct?

(A) I and III
(B) I and II
(C) II and III
(D) I, II and III

2003

**41.** In the context of rural women's empowerment, what is the primary role of DAY-NRLM?

(A) Administering direct cash transfers to registered women farmers
(B) Mobilizing rural women into SHGs
(C) Providing free cultivable agricultural land to landless women
(D) Heavily subsidizing urban migration programs for rural women

2023

**42.** Article 42 of the Indian Constitution directs the State to make provisions for which of the following?

(A) Providing free and accessible legal aid to all citizens
(B) Just work conditions and maternity relief
(C) Establishing a uniform civil code across all states
(D) Securing equal justice and free legal assistance for all

2011

**43.** Which of the following best exemplifies a practical gender need (PGN)?

(A) Primary healthcare access
(B) Constitutional equal property rights
(C) Direct formal political representation
(D) Restructuring the patriarchal system

2007

**44.** What does the Gender Development Index (GDI) specifically measure?

(A) The proportion of women in national parliaments
(B) The number of women in senior corporate management
(C) The gender gap in human development achievements
(D) The incidence of gender-based violence

2011

**45.** Arrange the levels of Longwe's Women's Empowerment Framework in ascending order from lowest to highest empowerment:

I. Participation
II. Access
III. Control
IV. Conscientisation
V. Welfare

(A) II, V, I, IV, III
(B) V, II, I, IV, III
(C) V, IV, II, I, III
(D) V, II, IV, I, III

2003

**46.** The Beijing Platform for Action (BPfA) was an outcome of which major conference?

(A) First World Conference on Women, 1975
(B) Second World Conference on Women, 1980
(C) Third World Conference on Women, 1985
(D) Fourth World Conference on Women, 1995

2014

**47.** Drudgery in agriculture for women is most significantly quantified by measuring which physiological parameter?

(A) Continuous blood pressure variations
(B) Heart rate and energy expenditure
(C) Gradual visual acuity decline
(D) Complex respiratory sinus arrhythmia

2007

**48.** Which approach argues that women have always been part of the development process, but their work is often unpaid or undervalued?

(A) Welfare approach
(B) Efficiency approach
(C) Structuralist approach
(D) WAD approach

2015

**49.** In the Gender Analysis Matrix (GAM), analysis is conducted at which four levels?

(A) Women, Men, Household, Community
(B) Individual, Family, State, Global
(C) Girls, Boys, Parents, Teachers
(D) Labor, Capital, Resources, Time

2013

**50.** Match the gender terms in List I with their descriptions in List II.

**List I :** Gender Terms

P. Gender equality
Q. Gender equity
R. Gender bias
S. Gender role

**List II :** Descriptions

1. Prejudice or discrimination based on sex
2. Equal rights, responsibilities, and opportunities
3. Socially constructed behaviors and activities
4. Fairness of treatment according to respective needs

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2012

**90.** Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R):
**Assertion (A) :** The gender digital divide restricts women's access to market information and weather advisories.
**Reason (R) :** Women in rural areas have ubiquitous access to smart devices but choose not to use them for agriculture.
Which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2005

**91.** Which principle must a Gender Impact Assessment (GIA) follow to be effective?
(A) It must rely on sex-disaggregated data.
(B) It must use gender-blind data.
(C) It must assume gender roles are static.
(D) It must be conducted only after project completion.

2003

**92.** The grading of SHGs by banks determines which critical factor?
(A) The formal political party affiliation and voting pattern of the group
(B) The exact geographic boundaries of the group's developmental operations
(C) The eligible credit linkage quantum
(D) The mandatory weekly savings rate dictated and enforced by the state

2010

**93.** Article 15(3) of the Indian Constitution allows the State to make special provisions for which demographic groups?
(A) Senior citizens and disabled persons
(B) Religious minorities
(C) Linguistic minorities
(D) Women and children

2025

**94.** Feminization of agriculture necessitates which of the following policy shifts?
(A) Systematically making the state agricultural extension machinery more male-centric
(B) Actively promoting the exclusive use of heavy, traditional farming machinery
(C) Providing gender-friendly tools and land rights
(D) Completely banning rural women from participating directly in market sales

2011

**95.** Arrange the following steps of a Gender Impact Assessment (GIA) in the correct operational order:
I. Defining the policy objective.
II. Gathering sex-disaggregated baseline data.
III. Analyzing gender impacts.
IV. Formulating recommendations for gender equity.
(A) II, I, III, IV
(B) I, II, III, IV
(C) I, III, II, IV
(D) III, II, I, IV

2019

**96.** Under the Beijing Platform for Action (1995), how many critical areas of concern were identified for women's empowerment?
(A) 8
(B) 10
(C) 12
(D) 15

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2025

**97.** Which of the following is a classic trait of a successful women agri-entrepreneur?
(A) Innovativeness and calculated risk-taking
(B) High risk aversion
(C) Low need for achievement
(D) Dependence on male family members for all decisions

2003

**98.** Intra-household food distribution biases are deeply rooted in which of the following?
(A) Highly traditional matrilineal inheritance and land transfer patterns
(B) Formally codified national and state constitutional laws
(C) Patriarchal norms valuing male labor
(D) Modern, scientifically objective nutritional and dietary guidelines

2014

**99.** The transition from WID to GAD marked a shift in focus from what to what?
(A) From women in isolation to gender relations
(B) From dynamic gender relations to women's basic reproductive biology
(C) From long-term strategic needs to immediate daily practical needs
(D) From village-level community politics to traditional reproductive roles

practical gender needs.
**Reason (R) :** Practical gender needs aim to challenge gender hierarchies and empower women politically.
Which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2011
**61.** Under the Hindu Succession (Amendment) Act 2005, a daughter's right to coparcenary property is established by which of the following?
(A) By marriage
(B) By testament (will)
(C) By financial contribution
(D) By birth

2004
**62.** Which classification of MSMEs applies to an enterprise with an investment in plant and machinery up to Rs. 1 crore and turnover up to Rs. 5 crore?
(A) Micro Enterprise
(B) Small Enterprise
(C) Medium Enterprise
(D) Large Enterprise

2001
**63.** Ergonomic assessment in agriculture aims to improve which of the following for women?
(A) Significantly maximizing overall crop yields per hectare
(B) Reducing physical strain and injury
(C) Stabilizing competitive market prices of agricultural commodities
(D) Improving biological and chemical soil fertility levels

2004
**64.** Group dynamics in SHGs rely heavily on which fundamental principle?
(A) Authoritarian leadership
(B) Competition among members
(C) External bureaucratic control
(D) Peer pressure and mutual trust

2003
**65.** Intra-household allocation of resources often reflects gender biases. Which indicator best captures this disparity in children?
(A) Anthropometric disparities between boys and girls
(B) Annual growth rate of the national Gross Domestic Product
(C) Fluctuations in the consumer price index and national inflation rate
(D) The countrywide ratio of maternal mortality per hundred thousand births

2007
**66.** In Kabeer's framework, "achievements" are conceptualized as which of the following?
(A) The structural and social pre-conditions for empowerment
(B) The active and inclusive process of strategic decision-making
(C) Well-being outcomes of agency and resources
(D) The total volume of material and financial wealth accumulated

2002
**67.** The Harvard Analytical Framework uses an "Access and Control Profile" to distinguish between what?
(A) Using a resource vs. deciding its use
(B) State-level government access vs. private-sector corporate control
(C) Direct physical access to local markets vs. monopoly control over prices
(D) Access of male workers to farming tools vs. access of female workers to land

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2005
**68.** Gender mainstreaming in policies means that gender perspectives are incorporated into which phases of the policy cycle?
(A) Exclusively during the final retrospective policy evaluation phase
(B) Solely during the initial conceptualization and policy formulation stage
(C) Exclusively during the mid-term financial and resource budget allocation
(D) At all stages of the policy cycle

2019
**69.** Which type of gender roles refers to work done for cash or kind, including market production and subsistence production?
(A) Reproductive
(B) Productive
(C) Community managing
(D) Strategic

2001
**70.** Consider the following characteristics of a successful women-led FPO:
I. Strong democratic governance.
II. High dependency on external subsidies.

(A) P-4, Q-2, R-3, S-1
(B) P-2, Q-1, R-4, S-3
(C) P-2, Q-4, R-1, S-3
(D) P-3, Q-4, R-1, S-2

2009

**51.** Which factor is most responsible for the digital divide affecting rural women?
(A) Restrictive socio-cultural norms
(B) High literacy rates among rural populations
(C) Abundance of localized digital content
(D) Subsidies on high-end smartphones

2013

**52.** The National Mission for Empowerment of Women (NMEW) was launched with the objective of doing what?
(A) Drafting and creating brand new civil laws exclusively for urban women
(B) Completely replacing the central Ministry of Women and Child Development
(C) Substantially funding major international non-governmental organizations
(D) Achieving inter-sectoral convergence

2018

**53.** Which term describes a social system in which men hold primary power and predominate in roles of political leadership, moral authority, and property control?
(A) Matriarchy
(B) Patriarchy
(C) Egalitarianism
(D) Socialism

2002

**54.** What is the primary disadvantage of the WID approach?
(A) It focused almost exclusively on men's socio-economic roles.
(B) It was built on a completely anti-capitalist economic framework.
(C) It ignored structural gender relations.
(D) It completely bypassed and ignored practical gender needs of women.

2009

**55.** Consider the following statements about Gender Empowerment Measure (GEM):
I. It focuses on women's political participation.
II. It includes measures of economic decision-making power.
III. It measures life expectancy at birth.
IV. It evaluates power over economic resources.
Which of the above statements is/are correct?
(A) I, II and III
(B) II, III and IV
(C) I, III and IV
(D) I, II and IV

2004

**56.** What does a 'reproductive role' typically entail in gender analysis?
(A) Domestic and care work ensuring labor force maintenance
(B) Direct production of commercial goods and services for the competitive market
(C) Active political campaigning and leadership mobilization at the village level
(D) Organizing and managing highly scarce resources like municipal communal water

2006

**57.** Which model of Public-Private Partnership (PPP) is most effective for promoting women agri-entrepreneurs?
(A) Standard Build-Operate-Transfer (BOT) models for heavy toll roads
(B) Value chain development and market linkages
(C) Complete and unregulated privatization of public basic healthcare services
(D) Direct outsourcing of traditional domestic labor to multinational corporations

2021

**58.** The concept of "Time Poverty" is most prevalent among rural women due to which factor?
(A) Excessive and voluntary participation in local leisure activities
(B) Dual productive and reproductive burdens
(C) The widespread abundance of modern household labor-saving devices
(D) Universal and strict adherence to standard eight-hour workdays

2016

**59.** Which tool in PRA allows the community to visually map out who has control over specific resources in the village?
(A) Gendered Resource Map
(B) Seasonal Calendar for annual labor activities
(C) Matrix Scoring of local household preferences
(D) Chapati Diagram representing village institutions

2007

**60.** Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R):
**Assertion (A) :** Providing labor-saving technologies like improved sickles addresses

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2001

**80.** Consider the following statements about Women and Development (WAD):

I. It emerged as a critique of the WID approach.
II. It focuses on the relationship between women and development processes.
III. It focuses exclusively on urban industrial wage-earning women.

Which of the above statements is/are correct?

(A) I and III
(B) II and III
(C) I, II and III
(D) I and II

2017

**81.** In the context of ergonomics, assessing the 'push-pull force' of agricultural implements is vital for preventing which issue in women?

(A) Musculoskeletal disorders
(B) Chronic visual impairment
(C) Occupational hearing loss
(D) Severe respiratory diseases

2012

**82.** Which role in Moser's framework involves domestic tasks, childbearing, and care work necessary for household maintenance?

(A) Productive role
(B) Reproductive role
(C) Community managing role
(D) Community politics role

2007

**83.** Financial inclusion for rural women is most significantly hindered by which factor?

(A) Lack of land or property titles
(B) An excessive and unnecessary overabundance of localized retail bank branches
(C) Exceptionally high levels of advanced technical and financial literacy skills
(D) Outdated structural government bans on rural women holding active bank accounts

2006

**84.** Which global agreement is often described as an international bill of rights for women?

(A) Kyoto Protocol
(B) Geneva Convention
(C) Paris Agreement
(D) CEDAW

2019

**85.** Match the frameworks in List I with their key focus areas in List II.

**List I :** Frameworks
P. Harvard Framework
Q. Moser Framework
R. Longwe Framework
S. GAM

**List II :** Key Focus Areas
1. Five levels of equality/empowerment
2. Activity and access/control profiles
3. Triple role and practical/strategic needs
4. Analysis across women, men, household, and community

(A) P-3, Q-2, R-1, S-4
(B) P-2, Q-3, R-1, S-4
(C) P-2, Q-1, R-3, S-4
(D) P-1, Q-4, R-2, S-3

2001

**86.** Which indicator is NOT part of the Gender Inequality Index (GII)?

(A) Maternal mortality ratio
(B) Adolescent birth rate
(C) Female life expectancy at birth
(D) Female participation in the labor market

2008

**87.** An agricultural extension program that schedules meetings only in the late evening may fail to reach women due to which concept?

(A) Severe lack of access to general agricultural extension knowledge
(B) Having exceptionally high strategic gender needs in the community
(C) Active engagement in the demanding community politics role
(D) Time poverty and domestic duties

2017

**88.** In Gender Budgeting, what is the purpose of 'Category I' schemes in the Gender Budget Statement of India?

(A) Schemes with 100% provision for women
(B) Schemes where 30% to 99% allocation is for women
(C) Schemes exclusively for men
(D) Schemes with no gender allocation

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2013

**89.** Which characteristic is critical for the success of women agri-entrepreneurs in PPP models?

(A) Systematically avoiding any form of modern technology adoption
(B) Access to market and institutional support
(C) Working and operating entirely in isolation from other stakeholders
(D) Relying solely and exclusively on traditional, subsistence farming methods

industries only
(D) Equal pay for equal work for both men and women

2004
**110.** Match the evaluation tools in List I with their primary utility in List II.
**List I :** Evaluation Tools
P. Gender Budgeting
Q. Gender Impact Assessment
R. GAM
S. Time Allocation Study
**List II :** Primary Utility
1. Predicting policy outcomes on gender relations before implementation
2. Analyzing government expenditure from a gender perspective
3. Measuring the daily workload and time poverty of women
4. Community-level participatory analysis of intervention impacts
(A) P-1, Q-2, R-3, S-4
(B) P-2, Q-4, R-1, S-3
(C) P-2, Q-1, R-4, S-3
(D) P-4, Q-3, R-2, S-1

2007
**111.** What does the term "Feminization of Poverty" imply?
(A) Women are biologically and naturally less capable of earning high income in labor markets.
(B) A growing percentage of the world's poor are women.
(C) Socio-economic poverty is a theoretical concept constructed solely by modern feminists.
(D) Only women experience and suffer from severe forms of socio-economic poverty globally.

2024
**112.** In the SHG-Bank Linkage Programme, what does 'Model II' represent?
(A) Self-Help Groups formed and financed directly by commercial banks without any NGO intervention
(B) Commercial banks financing registered NGOs as financial intermediaries to lend directly to SHGs
(C) Self-Help Groups relying entirely and exclusively on informal, high-interest local moneylenders
(D) SHGs formed by formal agencies (like NGOs) but financed directly by banks

2023
**113.** Which concept involves treating men and women differently in order to achieve an equal outcome?
(A) Gender equity
(B) Gender blindness
(C) Gender equality
(D) Biological determinism

2022
**114.** Longwe's framework argues that empowerment is a sequence. What is the lowest level in this sequence?
(A) Control
(B) Conscientisation
(C) Welfare
(D) Access

2002
**115.** Which of the following is a primary objective of the Rashtriya Mahila Kosh (RMK)?
(A) To facilitate micro-credit to poor women for income generation
(B) To provide direct, unconditional monthly cash grants to all registered rural women
(C) To systematically distribute free arable agricultural land to all landless village women
(D) To construct, equip, and build fully-staffed modern rural hospitals and clinics

2017
**116.** Which of the following best illustrates 'Gender Bias' in agricultural extension?
(A) Conducting open training programs in central public village spaces that are highly accessible to all
(B) Developing and distributing ergonomic, women-friendly weeding tools and agricultural implements
(C) Actively including and recruiting trained female extension workers in all local field teams
(D) Targeting training to male farmers based on gendered assumptions

2014
**117.** What is a key advantage of all-women Farmer Producer Organizations (FPOs)?
(A) They inherently and systematically possess far greater start-up financial capital than large corporate entities.
(B) They build leadership and collective market negotiation power
(C) They do not require any formal legal registration or administrative compliance under state acts.

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2004

**100.** Consider the following statements regarding the Gender Analysis Matrix (GAM):

I. It is highly complex and requires professional economists.

II. It is a participatory tool designed for community use.

III. It examines impacts on time, labor, resources, and culture.

IV. It uses a top-down planning approach.

Which of the above statements is/are correct?

(A) I and IV

(B) I, II and III

(C) II, III and IV

(D) II and III

2010

**101.** Which SDG specifically targets the elimination of all harmful practices, such as child, early and forced marriage, and female genital mutilation?

(A) SDG 1

(B) SDG 4

(C) SDG 5

(D) SDG 8

2025

**102.** In the context of property rights, what does 'coparcenary' refer to under Hindu Law?

(A) The legal and formal right to lease and sublet agricultural property

(B) A registered agricultural tenant working actively on ancestral land

(C) A joint heir to undivided ancestral property

(D) A married woman's sole right to her husband's self-acquired property

2009

**103.** Which is the most appropriate indicator of a woman's 'agency' within a household?

(A) The total financial amount of dowry brought at the time of marriage

(B) The total number of hours she spends daily on domestic unpaid chores

(C) The formal educational qualification and literacy level of her husband

(D) Her participation in major household decisions

2003

**104.** Which of the following best describes the 'community politics role' in gender analysis?

(A) Formal leadership and political representation

(B) Voluntary, unpaid organization of diverse community festivals and local events

(C) Engaging in subsistence-level farming exclusively for private household consumption

(D) Actively rearing children and managing daily domestic activities in the home

NODIA

2010

**105.** Which of the following is the primary institutional platform for women under the National Rural Livelihood Mission (DAY-NRLM)?

(A) Farmer Producer Company and value-chain collectives

(B) Self-Help Groups and federations

(C) Joint Liability Group and tenant farmer guilds

(D) Krishi Vigyan Kendra and district extension nodes

2001

**106.** Which method is most appropriate for evaluating the ergonomic suitability of a newly developed seed drill for women?

(A) Broadly surveying and compiling male farmers' personal opinions and biases

(B) Biomechanical stress field trials with female operators

(C) Quantitatively evaluating the total cost of manufacturing the seed drill

(D) Chemically analyzing the physical and biological composition of the seed

2006

**107.** The Gender Development Index (GDI) is calculated as the ratio of which two values?

(A) Female HDI to Male HDI

(B) Female GII to Male GII

(C) Female per capita income to Male per capita income

(D) Female life expectancy to Male life expectancy

2011

**108.** Which is a structural barrier to women building rural institutions like Cooperatives?

(A) Unusually high levels of advanced financial literacy among rural women

(B) Pronounced over-representation of women in agricultural extension services

(C) Lack of land titles required for membership

(D) Systematic availability of abundant and flexible leisure time for women

2002

**109.** Article 39 of the Indian Constitution directs the state to secure which policy related to gender?

(A) Reservation of seats in Lok Sabha

(B) Compulsory military service for men

(C) Total abolition of child labor in hazardous

**Assertion (A) :** Women's strategic gender needs include changing the gender division of labor.
**Reason (R) :** Strategic gender needs arise from women's subordinate position in society and aim at structural transformation.
Which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2004
**31.** Under the Moser Framework, women's organizing at the formal political level is categorized as which role?
(A) Community managing role
(B) Community politics role
(C) Reproductive role
(D) Strategic role

2019
**32.** Which demographic trend is most closely associated with the feminization of agriculture in developing countries?
(A) Increased fertility rates in rural areas
(B) Shift of women from agriculture to industrial sectors
(C) Increased mechanization replacing female labor
(D) Urbanward migration of rural working-age men

2013
**33.** The concept of 'agency' in Kabeer's empowerment framework refers to what?
(A) The ability to define goals and act on them
(B) Access to material, human, and social resources owned by women
(C) Formal and informal institutional bodies supporting women's rights
(D) The final structural outcomes of a women's empowerment program

2024
**34.** Which PRA tool is most effective for mapping gender-specific daily activities and time poverty?
(A) Venn Diagram (also known as Chapati Diagram)
(B) Transect Walk for village resource mapping
(C) Daily Activity Clock
(D) Wealth Ranking using card sorting methods

2006
**35.** Select the correct historical sequence of the emergence of gender development paradigms:
(A) WID → WAD → GAD
(B) WAD → WID → GAD
(C) GAD → WID → WAD
(D) WID → GAD → WAD

2001
**36.** Gender balance is best described as which of the following?
(A) Eliminating all biological differences between the sexes
(B) Ensuring equal pay for all types of work regardless of skill
(C) Redefining traditional gender roles solely through legislation
(D) Equal representation of women and men in an organization

2009
**37.** The 'Triple Role' of women is a central concept in which gender planning framework?
(A) Harvard Framework
(B) Moser Framework
(C) Longwe Framework
(D) Kabeer Framework

2002
**38.** According to the Maternity Benefit (Amendment) Act, 2017 in India, what is the duration of paid maternity leave available for the first two children?
(A) 12 weeks
(B) 16 weeks
(C) 26 weeks
(D) 32 weeks

2023
**39.** Which MSME classification parameter was recently updated to encourage broader inclusion of women entrepreneurs?
(A) Total employee count and physical workplace size of the unit
(B) Total export volume and foreign direct investment of the firm
(C) Geographical location of operations and factory land area
(D) Investment and annual turnover

2023
**40.** Consider the following statements about Gender Impact Assessment (GIA):
I. It is an ex-ante evaluation of policies.
II. It ignores the baseline gender disparities.
III. It aims to prevent negative consequences on

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(D) They are completely and permanently exempt from all standard macroeconomic price and market fluctuations.

2013

**118.** Which constitutional amendment mandated a minimum of one-third reservation for women in Panchayati Raj Institutions?
(A) 42nd Amendment
(B) 44th Amendment
(C) 73rd Amendment
(D) 86th Amendment

2006

**119.** What is a primary focus of 'Category II' in the Gender Budget Statement of the Indian Government?
(A) Public schemes and initiatives with exactly 100% financial allocation designed for women
(B) Public schemes and initiatives aimed exclusively and strictly at girl child education
(C) General heavy infrastructure development projects with no specific gender allocation
(D) Schemes with at least 30% allocation for women

2005

**120.** Consider the following constraints faced by women agri-entrepreneurs:
I. Restricted mobility.
II. Easy access to formal credit.
III. Lack of collateral.
IV. Heavy burden of dual roles.
V. High technical literacy.
Which of the above constraints is/are correct?
(A) I, III and IV
(B) I, II and IV
(C) III, IV and V
(D) II, III and V

2007

**121.** The integration of women into the economy primarily as cheap labor was a major criticism directed at which approach?
(A) Gender and Development (GAD)
(B) Women in Development (WID)
(C) Empowerment approach
(D) Welfare approach

2014

**122.** Which PRA method involves walking with community members through the village to observe and discuss gendered land use and resources?
(A) Wealth Ranking
(B) Transect Walk
(C) Matrix Scoring
(D) Venn Diagram

2021

**123.** The lack of recognized property rights for rural women severely limits their capacity to fulfill which condition?
(A) Providing financial collateral
(B) Successfully performing traditional reproductive and domestic roles
(C) Actively participating in socio-cultural and community festivals
(D) Routinely engaging in unpaid and unrecognized household domestic work

2011

**124.** In the context of ergonomics, how does drudgery affect women's nutritional status?
(A) It significantly decreases and slows down their overall resting basal metabolic rate over time.
(B) It actively increases and optimizes the intestinal absorption of essential dietary micronutrients.
(C) High energy expenditure without matching caloric intake causes undernutrition.
(D) It has absolutely no measurable or scientifically recordable effect on overall female nutritional status.

NODIA

2010

**125.** What does the concept of 'intersectionality' in gender studies highlight?
(A) The narrow and reductive theoretical argument that gender is the sole and only axis of oppression
(B) The direct biological differences intersecting with and reinforcing diverse psychological personality traits
(C) The simplistic geographic mapping and demographic spatial distribution of rural and urban populations
(D) How multiple social identities intersect to create unique experiences of discrimination

2011

**126.** A development project providing sewing machines to women primarily addresses which need?
(A) Strategic Gender Need
(B) Biological Need
(C) Practical Gender Need
(D) Community Politics Need

(men/women) dynamically over four categories of analysis?
(A) Harvard Framework
(B) Moser Framework
(C) GAM tool
(D) SWOT Analysis

2018
**147.** A policy providing equal wages for men and women targets which form of gender inequality?
(A) Economic inequality
(B) Biological inequality
(C) Political inequality
(D) Educational inequality

2005
**148.** Which term refers to the socially constructed differences in attributes and opportunities associated with being female or male?
(A) Sex
(B) Genetics
(C) Biology
(D) Gender

2023
**149.** The 'Triple Role' of women includes productive, reproductive, and community roles. Why is this concept crucial for planners?
(A) To systematically ensure rural women are given even more administrative tasks in the community
(B) To avoid planning choices that neglect role trade-offs
(C) To legally mandate and constitutionally force women to perform all three roles simultaneously
(D) To shift all traditional unpaid domestic and household care work entirely to male members

2003
**150.** Which is a recognized limitation of the WAD (Women and Development) approach?
(A) It completely and systematically ignored the structural role of capitalism in global economic development.
(B) It radically argued for the complete and total social separation of men and women in daily agrarian society.
(C) It focused on the productive over the reproductive sector.
(D) It systematically failed to recognize that rural women are already fully integrated into the development process.

2007
**151.** Which Participatory Rural Appraisal (PRA) tool is best suited for understanding the long-term historical shifts in agricultural practices and their impact on gender roles?
(A) Venn Diagram of local institutions
(B) Historical timeline of local changes
(C) Matrix Scoring of farm preferences
(D) Resource Mapping of spatial assets

2001
**152.** Promoting women-led Farmer Producer Organizations (FPOs) primarily addresses which constraint in agricultural value chains?
(A) Low biological crop diversity and poor soil conservation practices
(B) Excessive monsoon rainfall and lack of drainage infrastructure
(C) Weak bargaining power and limited scale among female smallholders
(D) High retail cost of chemical fertilizers and synthetic inputs

2002
**153.** What is the fundamental difference between practical and strategic gender needs?
(A) Practical needs address long-term development; strategic needs target immediate crises.
(B) Practical needs address household men only; strategic needs target community women.
(C) Practical needs address political advocacy; strategic needs target biological functions.
(D) Practical needs address daily survival; strategic needs target structural changes.

2019
**154.** Article 14 of the Indian Constitution ensures which fundamental right?
(A) Equality before the law and equal protection of laws
(B) Right to free and compulsory primary school education
(C) Right to acquire, hold, and dispose of private property
(D) Freedom of speech, expression, and peaceful assembly

2011
**155.** Which physiological parameter is most commonly measured to assess ergonomic stress in agricultural tasks?
(A) Blood glucose levels
(B) Working heart rate
(C) Serum cholesterol
(D) Bone mineral density

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(D) The formal legal requirement and statutory mandate to share key domestic resources

2013

**137.** Which index measures the loss in potential human development due to inequality between female and male achievements?
(A) HDI
(B) GII
(C) GDI
(D) GEM

2002

**138.** Why is 'drudgery reduction' considered a critical component of women's empowerment in agriculture?
(A) It actively and systematically forces women to leave the agricultural sector entirely.
(B) It frees time and energy for other activities.
(C) It completely and permanently eliminates the need for any physical labor on local farms.
(D) It substantially and dramatically increases the household's reliance on male laborers.

2017

**139.** Which of the following is an example of an institutional dimension in Kabeer's empowerment framework?
(A) Family rules and norms on resources
(B) The level of individual self-esteem and personal confidence of a woman
(C) The maximum physical strength and biological muscular power of a woman
(D) The quantitative total volumetric yield of a commercial agricultural crop

2023

**140.** Match the legal provisions/policies in List I with their core focus in List II.
**List I :** Legal Provisions / Policies
P. Article 243D
Q. CEDAW
R. MKSP
S. Maternity Benefit Act
**List II :** Core Focus
1. Paid leave for expecting mothers
2. Empowering women in agriculture
3. International treaty against gender discrimination
4. Reservation in Panchayats
(A) P-3, Q-4, R-1, S-2
(B) P-4, Q-2, R-3, S-1
(C) P-4, Q-3, R-2, S-1
(D) P-1, Q-3, R-2, S-4

2008

**141.** At which event was "Gender Mainstreaming" globally established as a major strategy?
(A) 1975 Mexico City Conference
(B) 1985 Nairobi Conference
(C) 1995 Beijing Conference
(D) 2000 Millennium Summit

2002

**142.** Which of the following is a significant consequence of the gender digital divide?
(A) Significantly higher rates of complex cybersecurity breaches and hacking among women
(B) Pronounced over-reliance on traditional print and broadcast mass media channels by men
(C) Information asymmetry in markets and extension
(D) Dramatically decreased average crop yields and total agricultural productivity globally

2011

**143.** Which MSME category does an enterprise fall into if its investment is Rs. 8 crore and turnover is Rs. 40 crore?
(A) Micro
(B) Small
(C) Medium
(D) Large

2009

**144.** Which process involves raising awareness among women about the structural causes of their subordination?
(A) Marginalization
(B) Acculturation
(C) Assimilation
(D) Conscientisation

2012

**145.** When women participate in SHGs, which of the following is typically the most immediate social empowerment outcome observed?
(A) Improved mobility, confidence, and public articulation
(B) Directly assuming and winning high-level national political office in government
(C) Complete and permanent structural elimination of patriarchy in the household
(D) Instant and immediate acquisition of massive personal financial wealth and capital

2013

**146.** Which tool helps in identifying how development interventions affect different community groups

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2011

**127.** Which indicator is used in the Gender Empowerment Measure (GEM) to assess women's political participation?
(A) Percentage of women who vote in local elections
(B) Percentage of women in national parliament
(C) Number of women-led NGOs
(D) Female literacy rate

2009

**128.** Under Kabeer's framework, 'resources' are defined as which of the following?
(A) Only private financial assets and liquid monetary funds held in banking institutions
(B) Natural environmental resources like communal forests and local rivers exclusively
(C) Direct developmental government subsidies and welfare payouts received annually
(D) Material, human, and social resources

2021

**129.** The Mahila Kisan Sashaktikaran Pariyojana (MKSP) promotes which specific type of agriculture?
(A) Agro-ecological practices
(B) Highly mechanized, capital-intensive corporate contract farming
(C) Chemical-intensive, high-input monoculture cash crop farming
(D) Genetically modified crop monocultures with synthetic fertilizer use

2017

**130.** Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R):
**Assertion (A) :** The Gender Development Index (GDI) cannot be higher than the Human Development Index (HDI) for a given country.
**Reason (R) :** GDI is essentially the HDI adjusted for gender disparities in its basic dimensions.
Which of the following is correct?
(A) Both A and R are true and R is the correct explanation of A.
(B) Both A and R are true but R is not the correct explanation of A.
(C) A is true but R is false.
(D) A is false but R is true.

2015

**131.** Which of the following constitutes an ex-post gender evaluation?
(A) Evaluating gendered impacts after completion
(B) Academically predicting how a prospective new public policy will affect men and women
(C) Strategically allocating public developmental budget funds for women in advance
(D) Conducting a comprehensive baseline household survey before a major project starts

2007

**132.** Microfinance models in India predominantly rely on which group structure?
(A) Joint Stock Companies
(B) Sole Proprietorships
(C) Multi-state Cooperatives
(D) Self-Help Groups (SHGs)

2021

**133.** Which law guarantees women equal inheritance rights over ancestral property in India?
(A) The Dowry Prohibition Act, 1961
(B) The Hindu Succession (Amendment) Act, 2005
(C) The Special Marriage Act, 1954
(D) The Protection of Women from Domestic Violence Act, 2005

NODIA

2002

**134.** Which framework emphasizes that development interventions can have positive or negative effects on women's time, labor, and resources?
(A) Capabilities Approach
(B) Basic Needs Approach
(C) Gender Analysis Matrix (GAM)
(D) Structural Adjustment Framework

2002

**135.** What does the term "Digital Literacy" mean in the context of rural women's empowerment?
(A) The technical ability to write code and program complex computer software platforms
(B) Routinely reading textbooks and academic books on computer science and systems
(C) Simply owning a basic modern smartphone without any active internet access plans
(D) The ability to use digital tools to access and evaluate information

2014

**136.** In the 'Access and Control Profile' of the Harvard framework, what does 'Control' imply?
(A) The authority to make decisions regarding resource use
(B) The conditional right to physically use a resource provided directly by someone else
(C) The basic physical strength and biological ability required to operate a heavy machine

2009

**156.** The feminization of agriculture can lead to 'feminization of agrarian distress' when:
(A) Women are given equal pay and equal working hours on farms.
(B) Women manage farms without equal access to resources.
(C) Women adopt climate-smart agricultural technologies.
(D) Men return from urban areas to assist in cultivation.

2013

**157.** Which metric is NOT considered in the Gender Development Index (GDI)?
(A) Number of parliamentary seats held
(B) Life expectancy of females at birth
(C) Expected years of formal schooling
(D) Estimated real per capita earned income

2003

**158.** Intra-household food distribution biases often lead to which outcome for maternal health?
(A) Increased life expectancy and longevity
(B) Enhanced immune system response to seasonal infections
(C) Elevated rates of maternal anemia and poor birth outcomes
(D) Reduction in chronic metabolic disorders

2022

**159.** In Self-Help Group (SHG) formation, what is the ideal group size generally recommended to maintain group cohesion and dynamic participation?
(A) 2 to 5 members
(B) 10 to 20 members
(C) 50 to 100 members
(D) Over 100 members

2010

**160.** Which model of financial inclusion utilizes informal group savings to generate internal lending before accessing external bank credit?
(A) Venture Capital Model
(B) Corporate Banking Model
(C) Self-Help Group (SHG)-Bank Linkage Model
(D) Direct Benefit Transfer Model

2002

**161.** An agri-entrepreneurship program focusing on Micro, Small, and Medium Enterprises (MSME) development must consider which barrier specific to women?
(A) Low local consumer demand for value-added foods
(B) Restricted access to credit and formal market networks
(C) Highly automated modern industrial packaging regulations
(D) High import duties on international agricultural machinery

2015

**162.** The concept of 'agency' in empowerment is most closely related to which psychological state?
(A) Learned helplessness in social situations
(B) Apathy towards community development
(C) Subservience to traditional authority
(D) Self-efficacy and the power to choose

2010

**163.** Which constitutional provision prohibits discrimination by the State on grounds only of religion, race, caste, sex or place of birth?
(A) Article 15(1) of the Indian Constitution
(B) Article 17 of the Indian Constitution
(C) Article 21 of the Indian Constitution
(D) Article 32 of the Indian Constitution

2023

**164.** The National Mission for Empowerment of Women (NMEW) focuses on 'convergence'. What does this mean?
(A) Merging all regional women's programs into one geographical location
(B) Converging all private financial assets into a single central bank
(C) Ensuring coordination across ministries to benefit women
(D) Reducing the total number of welfare schemes available to women

2014

**165.** The implementation of Sustainable Development Goal (SDG) 5 (Gender Equality) in agriculture involves which critical target?
(A) Ensuring women's equal rights to land ownership and resources
(B) Eliminating all types of agricultural subsidies and price controls
(C) Banning women from participating in manual agricultural labor
(D) Promoting male-only extension services in local farming communities

2009

**166.** A Gender Impact Assessment (GIA) uses a 'baseline'. What is a baseline in this context?
(A) The physical boundary and geographical size of a farm
(B) The final economic and social outcome of

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(A) Energy expenditure and drudgery reduction
(B) Aesthetic design and exterior color of the tool
(C) Market brand name and commercial price of the tool
(D) Historical origin and development era of the tool

2014
**187.** Which dynamic is often a challenge in the functioning of Self-Help Groups (SHGs)?
(A) Rapid and excessive capital injection by public sector banks
(B) Elite capture, where dominant members monopolize benefits
(C) General absence of informal mutual trust and group cohesion
(D) High levels of individual default leading to group bankruptcy

2004
**188.** Which is a recognized benefit of women joining Farmer Producer Organizations (FPOs)?
(A) Decreased access to competitive wholesale markets and bulk processing centers
(B) Aggregation of produce leading to better prices and lower transaction costs
(C) Increased individual transportation costs and shipping fees for rural farmers
(D) Loss of independent decision-making power over household crop cultivation

2017
**189.** Internet-based education for rural women frequently relies on which technological delivery mechanism to overcome illiteracy?
(A) Voice and video interactive platforms
(B) Extensive and detailed text-based user manuals
(C) Highly specialized printed academic research journals
(D) Complex digital user interfaces requiring manual typing

2021
**190.** Article 16(2) of the Indian Constitution states that no citizen shall, on grounds only of religion, race, caste, sex, descent, place of birth, or residence, be ineligible for:
(A) Voting in local or national elections
(B) Owning private commercial property
(C) State employment or office
(D) Traveling to foreign countries abroad

NODIA

2024
**191.** The primary objective of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is to:
(A) Establish a unified and legally binding global financial currency
(B) Regulate international agricultural trade and commercial tariffs
(C) Promote rapid industrialization and heavy manufacturing growth
(D) Eliminate all forms of discrimination against women

2022
**192.** Which scheme was primarily designed to provide a comprehensive support system to destitute women in difficult circumstances?
(A) Pradhan Mantri Kisan Samman Nidhi (PM-KISAN)
(B) Make in India
(C) Swadhar Greh
(D) Digital India

2011
**193.** What is the fundamental premise of the Gender and Development (GAD) approach?
(A) Women are the only active and effective agents of modern national development.
(B) Unequal gender relations prevent equitable development.
(C) Development should focus solely on economic growth without social considerations.
(D) Men must be completely and systematically excluded from the entire development process.

2005
**194.** Which of the following best defines 'Gender Blindness'?
(A) Designing targeted development programs specifically and exclusively for women
(B) Actively and systematically discriminating against female workers in the workplace
(C) Ensuring legally mandated equal pay for equal work across all economic sectors
(D) Failure to recognize gender-differentiated policy impacts

2010
**195.** In the Harvard Analytical Framework, 'Influencing Factors' include:
(A) Demographic, economic, and political factors shaping gender relations
(B) Only national economic inflation rates and annual currency valuations
(C) Only the regional physical climate, soil

(C) Social Relations Approach
(D) Traditional Welfare Approach

2007
**177.** The term 'patriarchal bargain' refers to a situation where:

(A) Women actively mobilize to overthrow traditional patriarchal power structures.
(B) Women accept restrictive gender rules in exchange for protection or safety.
(C) Men negotiate with other male leaders for political dominance and power.
(D) Gender equality is fully and permanently achieved through legal reforms.

2004
**178.** What characterizes the 'empowerment' approach to development, in contrast to earlier approaches?
(A) It views women as passive, dependent recipients of welfare programs.
(B) It focuses solely on providing basic survival resources like food and shelter.
(C) It integrates women into market systems without changing existing power structures.
(D) It seeks to increase women's self-reliance and capacity to challenge unequal structures.

2018
**179.** In the context of Participatory Rural Appraisal (PRA), what does a 'Venn Diagram' (Chapati diagram) typically illustrate in gender analysis?
(A) The institutional relationships and women's access to them
(B) The daily household work schedule and labor time of women
(C) The physical and geographical boundaries of the local village
(D) Historical crop yield and multi-season productivity data

2019
**180.** A development program designs a project solely around the assumption that women's only role is caring for children. This is an example of:
(A) Strategic gender planning
(B) Gender equality
(C) Gender stereotyping
(D) Gender mainstreaming

2010
**181.** What is the impact of lack of collateral on female agri-entrepreneurs?
(A) It restricts formal credit access, forcing reliance on high-interest lenders.
(B) It leads to automated approval of low-interest state-subsidized loans.
(C) It reduces their overall business tax liabilities in the informal sector.
(D) It has no measurable impact on their capacity to scale business operations.

2016
**182.** According to the Maternity Benefit Act, a woman is eligible for maternity benefit if she has worked in an establishment for a minimum of how many days in the 12 months immediately preceding her delivery?
(A) 30 days
(B) 80 days
(C) 120 days
(D) 365 days

2007
**183.** Which statement accurately distinguishes 'sex' from 'gender'?
(A) Sex is culturally learned; gender is biologically determined.
(B) Sex is biological; gender is a social construct.
(C) Both terms mean exactly the same thing in academic literature.
(D) Sex refers to roles; gender refers to chromosomes.

2012
**184.** The 'Gender Inequality Index' assesses inequality across which three dimensions?
(A) Health, wealth, and happiness
(B) Education, environment, and economy
(C) Reproductive health, empowerment, and the labor market
(D) Political participation, asset ownership, and legal rights

2016
**185.** In gender budgeting, what is a 'Gender Budget Cell'?
(A) A legislative committee prosecuting gender-based discrimination
(B) A department analyzing gender-disaggregated labor statistics
(C) A dedicated banking channel for female micro-entrepreneurs
(D) An agency or unit within ministries to coordinate and monitor gender-responsive budgeting

2006
**186.** Which metric is critical when evaluating the ergonomic efficiency of an agricultural tool for a female worker?

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2013
**205.** In the context of maternal nutritional security, what is the 'intergenerational cycle of malnutrition'?
(A) Malnourished mothers birthing low-weight babies who become malnourished adults
(B) Chronic nutritional deficiencies and food insecurity affecting only the oldest elderly population
(C) The regular seasonal variation in food security and crop yield availability
(D) The physical and genetic inheritance of extremely high metabolic systems

2003
**206.** Which is a characteristic feature of a Self-Help Group (SHG) under the Self-Help Group-Bank Linkage Programme (SBLP)?
(A) It is formed by strict government mandate with compulsory membership rules.
(B) It requires significant financial collateral from members before joining.
(C) It operates on voluntary savings and internal lending.
(D) It is directly managed and operated by a local commercial bank manager.

2004
**207.** According to the Micro, Small, and Medium Enterprises (MSME) classification revised in 2020, what is the criteria for a 'Small Enterprise'?
(A) Investment up to Rs. 1 crore and turnover up to Rs. 5 crore
(B) Investment up to Rs. 10 crore and turnover up to Rs. 50 crore
(C) Investment up to Rs. 50 crore and turnover up to Rs. 250 crore
(D) Investment up to Rs. 100 crore and turnover up to Rs. 500 crore

2022
**208.** Which intervention is most likely to reduce women's drudgery in post-harvest operations?
(A) Providing improved ergonomic sickle designs for manual harvesting
(B) Subsidizing certified high-yielding variety seeds for farmers
(C) Introducing motorized threshers and winnowers
(D) Providing larger and heavier manual pounding mortars for processing

2017
**209.** The Women in Development (WID) approach often relies on which developmental paradigm?
(A) Critical Marxist and socialist feminism
(B) Modernization theory of economic integration
(C) French post-structuralism and discourse theory
(D) Liberation-based radical feminism

2011
**210.** Which is a fundamental dimension of 'agency' in Naila Kabeer's framework?
(A) Having a very large household and family size
(B) Living in a traditional matrilineal kinship society
(C) Relying completely on male relatives for legal matters
(D) Decision-making and negotiating power

2005
**211.** Which Article of the Indian Constitution empowers the State to make special provisions for women?
(A) Article 15 (3)
(B) Article 19 (1) of the Indian Constitution
(C) Article 25
(D) Article 32

2005
**212.** The Beijing Platform for Action (1995) identified 'Women and the Economy' as a critical area. What does this area focus on?
(A) Recognizing and monetizing unpaid domestic care work
(B) Restricting women's participation in heavy manufacturing industries
(C) Ensuring women's equal access to economic resources, employment, and markets
(D) Promoting financial credit programs exclusively for urban-based corporations

2004
**213.** Under the Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM), what financial support is provided to a Self-Help Group (SHG) to catalyze internal lending?
(A) Revolving and Community Investment Funds
(B) High-risk private venture capital funding
(C) Unrestricted Foreign Direct Investment capital
(D) Equity shares in public government corporations

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quality, and seasonal weather patterns
(D) Only the inherent biological genetics and physical health of the local population

2011

**196.** Which is an example of addressing a Strategic Gender Need (SGN)?
(A) Distributing emergency free food grains to low-income rural households
(B) Setting up a specialized local maternal and child health care clinic
(C) Reforming land tenure laws to grant women joint or independent titles
(D) Providing secure child care facilities so female farmers can attend training

2008

**197.** The feminization of agriculture is statistically measured by observing:
(A) The increasing proportion of female workers in agricultural labor
(B) The steady physical increase in the total geographic area of arable land
(C) The total physical quantity and cost of organic fertilizer utilized annually
(D) The statistical number of active female politicians in national assemblies

2015

**198.** Which of the following Participatory Rural Appraisal (PRA) tools is used to evaluate the relative importance and performance of different crop varieties from a gender perspective?
(A) Social Mapping of the local household village
(B) Venn Diagram of local groups
(C) Mobility Map of daily travel
(D) Matrix Scoring of crop choices

2004

**199.** What does the 'Gender Empowerment Measure' (GEM) primarily capture that the Gender Development Index (GDI) does not?
(A) Average life expectancy at birth for both modes and females
(B) Active participation in economic and political decision-making
(C) National level educational attainment and adult literacy rates across regions
(D) Average daily caloric intake and nutritional measurements

2007

**200.** Gender Budgeting in India is not a separate budget for women, but rather:
(A) A separate and independent national fund managed entirely by female leaders
(B) A specialized national income tax surcharge imposed only on male citizens
(C) An analytical tool to ensure gender-equitable budget allocations
(D) A deliberate and planned reduction in overall annual government spending

2021

**201.** The 'Moser Framework' is closely linked to the concept of:
(A) Theories of biological determinism
(B) The four specific levels of Gender Analysis Matrix (GAM)
(C) Participatory matrix scoring tools
(D) The triple role of women

2017

**202.** The Hindu Succession (Amendment) Act 2005 applies to which types of property?
(A) Coparcenary joint family property
(B) Only self-acquired property of the father
(C) Only registered agricultural land
(D) Only developed urban real estate

2008

**203.** Which is the most significant socio-economic implication of the feminization of agriculture?
(A) Rapid and highly tech-driven modernization of traditional agriculture
(B) Increased visibility of female farm managers without equal resources
(C) Immediate and complete achievement of structural gender equality
(D) Swift and permanent eradication of persistent rural poverty

2010

**204.** Which parameter is a key indicator of 'digital empowerment' for a rural woman?
(A) Knowing the historical development of the cellular telecommunications sector
(B) Independently using online government portals for agri-services
(C) Accessing broadcast media programs via community television or radio
(D) Owning a basic mobile phone primarily for receiving calls from family members

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the project
(C) The maximum financial budget and investment limit of the project
(D) The initial state of gender relations before intervention

2025
**167.** Why is 'gender disaggregated data' crucial for agricultural planning?
(A) Because men and women have completely identical roles in agricultural operations
(B) Because it reveals gender-specific roles and resources for targeted action
(C) Because it reduces the statistical margin of error in overall census calculations
(D) Because it simplifies the process of tracking national inflation and GDP growth

2017
**168.** Which approach to women's development emerged first historically?
(A) Gender and Development (GAD)
(B) Empowerment Approach
(C) Welfare Approach
(D) Women in Development (WID)

2005
**169.** What is a key indicator of 'welfare' in Sara Longwe's framework?
(A) Women actively gaining equal control over the primary means of production
(B) Women fully participating in high-level political and policy-making decisions
(C) Women mobilizing collectively to challenge existing patriarchal legal structures
(D) Women's material well-being relative to men, including nutrition and health

2023
**170.** Which ergonomic intervention is an example of drudgery reduction for women in agriculture?
(A) Introducing lightweight, long-handled hoes to prevent bending
(B) Standardizing heavy, non-adjustable agricultural machinery
(C) Increasing the standard physical weight of fertilizer bags to 50 kg
(D) Prioritizing intensive manual weeding over mechanical weeding

2025
**171.** The 'Moser Gender Planning Framework' explicitly includes which component not typically central to the Harvard framework?
(A) Division of household labor
(B) Practical and strategic needs
(C) Access to productive resources
(D) Control over financial benefits

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2002
**172.** When analyzing digital empowerment, 'digital literacy' is distinct from 'digital access' because:
(A) Literacy refers to owning the mobile device; access refers to reading text.
(B) Access is having devices; literacy is knowing how to use them.
(C) Access is strictly for rural populations; literacy is for urban elites.
(D) There is no functional or conceptual distinction between the two terms.

2022
**173.** What is the role of an 'animator' or facilitator in a Self-Help Group (SHG)?
(A) To guide the group in bookkeeping, meeting norms, and decision-making
(B) To dictate all financial and lending decisions for the group
(C) To provide personal financial capital to start group lending
(D) To audit and report financial transactions directly to state authorities

2011
**174.** Which document provides the global blueprint for advancing women's rights, adopted at the Fourth World Conference on Women?
(A) Agenda 21
(B) The Paris Agreement
(C) The Beijing Declaration and Platform for Action
(D) The Universal Declaration of Human Rights by the United Nations

2006
**175.** The Mahila Kisan Sashaktikaran Pariyojana (MKSP) aims to increase women's visibility in agriculture by recognizing them as:
(A) Registered wage-based agricultural laborers only
(B) Supportive housewives who assist in household farming
(C) End-consumers of domestic agricultural produce
(D) Farmers, regardless of land title

2022
**176.** Which type of gender analysis framework focuses heavily on social relations and power dynamics rather than just roles and resources?
(A) Harvard Analytical Framework
(B) Gender Analysis Matrix (GAM)

2018

**214.** Which concept implies that biological differences should not dictate the social roles or power dynamics between men and women?
(A) Biological determinism
(B) Patriarchy
(C) Misogyny
(D) Gender equality

2023

**215.** What is the primary focus of the 'Reproductive Role' in gender analysis?
(A) Producing high-value commercial cash crops for international export
(B) Care work: reproduction, child-rearing, and household chores
(C) Organizing community mobilization campaigns for political rights
(D) Operating heavy mechanical agricultural machinery on large farms

2001

**216.** In the Gender Analysis Matrix (GAM), which of the following represents the four levels of analysis on the vertical axis (rows)?
(A) Women, Men, Household, Community
(B) Practical, Strategic, Welfare, Empowerment
(C) Labor, Time, Resources, Culture
(D) Access, Control, Participation, Conscientisation

2009

**217.** The Gender Inequality Index (GII) uses 'Adolescent Birth Rate' as an indicator for which dimension?
(A) Political empowerment
(B) Labor market participation
(C) Educational attainment
(D) Reproductive health

2016

**218.** Which statement best defines 'Gender Impact Assessment' (GIA)?
(A) Estimating the positive, negative, or neutral effects of policy on gender equality
(B) A highly technical laboratory biological study analyzing male and female chromosome genetics
(C) A mandatory financial compliance audit of a registered regional women's NGO
(D) A formal judicial legal process utilized for complex family divorce settlements

2015

**219.** Ergonomics in agriculture for women involves designing tools that match their:
(A) Individual aesthetic and design preferences
(B) Anthropometry and biomechanical strength
(C) Formally certified educational qualifications
(D) Local household income and village social status

2019

**220.** Which is a common reason for intra-household food disparity favoring males?
(A) Physiological requirements that demand twice the daily caloric intake of females
(B) Cultural norms and traditional belief systems that prioritize male family members
(C) Biological mechanisms allowing females to withstand severe malnutrition without health impacts
(D) Local agricultural extension policies that systematically prioritize male labor food allocation

2009

**221.** In the Self-Help Group (SHG) grading process, 'Regularity in repayment of internal loans' is an indicator of:
(A) Financial discipline and cohesion
(B) Inefficient and poor financial management
(C) High dependency on commercial external banks
(D) Dominance by local elite capture mechanisms

2021

**222.** Micro-Finance Institutions (MFIs) follow which lending methodology most frequently in rural India?
(A) Traditional individual collateral-based lending schemes
(B) Large-scale corporate syndicated commercial lending
(C) Joint Liability Group peer-guarantee lending
(D) International capital and bond market issuance

2021

**223.** Which legal framework regulates maternity benefits in India for women in the organized sector?
(A) The Minimum Wages Act, 1948 of India
(B) The Factories Act, 1948 of India
(C) The Equal Remuneration Act, 1976 of India
(D) The Maternity Benefit Act, 1961

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2018

**224.** Which is a critical trait of 'women agri-entrepreneurs' necessary for sustaining a business?
(A) Complete reliance on continuous government

subsidies
(B) Rejection of all digital banking and telecommunication systems
(C) Resilience to market fluctuations and climate-induced risks
(D) Reluctance to form collaborative business partnerships with peers

2015
**225.** Public-Private Partnership (PPP) in agricultural extension can benefit women by:
(A) Restricting extension access to high-income farmers to reduce administrative costs
(B) Combining public oversight and equity goals with private market linkages
(C) Diverting agricultural extension services entirely toward cash-crop export sectors
(D) Eliminating community-level non-governmental organizations from advisory roles

2011
**226.** What does 'Digital Empowerment' of rural women aim to achieve?
(A) Increasing their personal screen time for digital entertainment
(B) Forcing them to purchase highly expensive electronic hardware products
(C) Replacing existing physical extension services entirely with AI systems
(D) Enhancing access to information and market networks via technology

2010
**227.** Article 243D of the Indian Constitution provides for:
(A) Seat reservation for SCs, STs, and women in Panchayats
(B) Provision of free and compulsory primary school education
(C) Complete legal abolition of practice of untouchability
(D) Right to seek constitutional remedies from higher courts

2025
**228.** The National Policy for the Empowerment of Women (2001) primarily aimed to:
(A) Establish a separate and independent judiciary for women
(B) Achieve gender-just laws and mainstream a gender perspective in all developmental processes
(C) Mandate equal representation of women in the national military forces
(D) Focus maternal welfare programs solely on urban populations

2021
**229.** The Rashtriya Mahila Kosh (RMK) functions as a:
(A) Micro-finance apex organization
(B) Commercial retail bank
(C) Stock exchange for women-owned businesses
(D) Regulatory body for international trade

2011
**230.** Which term describes a policy that acknowledges gender differences but does nothing to change existing gender roles or inequalities?
(A) Gender-blind policies
(B) Gender-neutral frameworks
(C) Gender-transformative models
(D) Gender-accommodating designs

2016
**231.** The concept of 'Practical Gender Needs' was introduced by which feminist theorist?
(A) Naila Kabeer
(B) Maxine Molyneux
(C) Sara Longwe
(D) Esther Boserup

2019
**232.** What was the central argument of Esther Boserup's foundational book "Woman's Role in Economic Development" (1970)?
(A) Modern capitalism naturally and automatically benefits women in agricultural sectors.
(B) Women should only engage in reproductive care work rather than field labor.
(C) Development and colonization often marginalized women from productive roles.
(D) Technology is inherently gender-neutral and benefits all classes equally.

2024
**233.** The 'Activity Profile' in the Harvard Framework answers which key question?
(A) Who makes the laws in the country?
(B) Who owns the local bank?
(C) Who funds the development project?
(D) Who does what, when, and where?

2024
**234.** In Sara Longwe's framework, the 'Control' level indicates that:
(A) Women have decision-making power over resources and benefits.
(B) Women exercise absolute control over the

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behavior of all household members.

(C) Women have guaranteed access to food, health, and shelter.
(D) Women fully understand the basis of social subordination.

2025
**235.** A Participatory Rural Appraisal (PRA) 'Mobility Map' is useful for gender analysis because it reveals:
(A) The average physical strength and endurance of community participants
(B) Different spaces accessed by genders and restrictions on movement
(C) The actual speed of digital internet connectivity in rural villages
(D) The varying soil types and quality across different topographies

2012
**236.** The Gender Empowerment Measure (GEM) uses three basic dimensions. Which of the following is one of them?
(A) Daily caloric intake per capita
(B) Political participation
(C) Average number of children per woman
(D) Geographic access to clean water

2002
**237.** Which phase of the budget cycle is critical for integrating a gender perspective effectively?
(A) Planning and allocation phases
(B) Only auditing phase
(C) Only the approval phase by the parliament
(D) The taxation phase only

2012
**238.** What is 'Time Poverty' as applied to rural women?
(A) General lack of historical knowledge and literacy among rural populations
(B) The economic inability to purchase a personal watch or timing device
(C) Lack of leisure time due to the burden of multiple gender roles
(D) Habitually being late for time-sensitive crop cultivation operations

2017
**239.** Which indicator is often used to measure 'agency' in quantitative surveys of empowerment?
(A) The average physical height and weight of the woman
(B) The husband's annual personal income and asset wealth
(C) The total number of specialized agricultural tools owned
(D) The woman's final say in major household decisions

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2016
**240.** The 'Self-Help Group (SHG)-Bank Linkage Programme' (SBLP) was launched by the National Bank for Agriculture and Rural Development (NABARD) in which year?
(A) 1982
(B) 1992
(C) 2001
(D) 2014

2009
**241.** What is a key characteristic of the Gender and Development (GAD) approach compared to Women in Development (WID)?
(A) GAD focuses only on women in isolation from wider socio-economic contexts.
(B) GAD focuses on socially constructed relations and roles of men and women.
(C) GAD systematically ignores the role of men entirely in family structures.
(D) GAD accepts existing social structures and seeks to integrate women into them.

2023
**242.** Under the Hindu Succession (Amendment) Act 2005, daughters are recognized as:
(A) Dependents with no formal legal property rights
(B) Beneficiaries only upon the death of all male lineage heirs
(C) Entitled only to stridhan or voluntary gifts given at marriage
(D) Coparceners in their own right

2003
**243.** The Sustainable Development Goal (SDG) 5 aims to eliminate which of the following?
(A) All forms of violence against women and girls
(B) The combustion and use of fossil fuels in transport
(C) Global economic inflation and consumer price rises
(D) Large-scale rural-to-urban population migration

2004
**244.** The Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM) explicitly aims to build strong grassroots

# ANSWERS

**1.** (A) Sex
Sex refers to the biological and physiological characteristics that define males and females. These characteristics are genetically determined and universal across human populations, unlike gender, which is socially constructed and varies across cultures. Understanding this distinction is fundamental to analyzing how biological attributes differ from socially assigned roles in development frameworks.

**2.** (C) Community managing role
The community managing role in Caroline Moser's gender planning framework encompasses activities undertaken primarily by women at the local level. These unpaid, voluntary tasks ensure the provision and maintenance of collective consumption resources such as water, healthcare, and education. This role differs from community politics, which involves formal political leadership often dominated by men.

**3.** (A) Gender blindness
Gender blindness occurs when development programs or public policies ignore the distinct roles, responsibilities, and needs of men and women. By assuming a gender-neutral stance, such initiatives often reinforce existing inequalities because they overlook how social and cultural contexts dictate resource access and decision-making power within households and communities.

**4.** (D) Practical Gender Needs (PGN)
Practical gender needs represent immediate, concrete requirements related to inadequate living conditions, such as clean water, healthcare, and housing. Providing a clean water supply directly reduces the daily domestic burden on women without challenging existing structural gender relations. These needs are derived from women's traditional reproductive roles and are essential for survival.

**5.** (B) I and III
The feminization of agriculture is primarily driven by the migration of working-age men from rural areas to urban centers in search of employment. This demographic shift significantly increases the overall workload of rural women in diverse agricultural activities. However, it rarely leads to absolute land ownership for women due to persistent socio-cultural barriers.

**6.** (C) Gender and Development (GAD)
The Gender and Development approach focuses on the social relations between men and women, aiming to challenge and restructure unequal power dynamics. Unlike earlier frameworks that simply integrated women into existing economic systems, this paradigm seeks to address the underlying structural causes of female subordination, promoting equitable redistribution of power, resources, and decision-making authority.

**7.** (D) Gender Roles Framework
The Harvard Analytical Framework, also designated as the Gender Roles Framework, is one of the earliest models designed for gender-sensitive planning. It systematically maps the division of labor within households using an activity profile, alongside tracking access to and control over resources. This structured approach helps planners design projects that account for gender-differentiated realities.

**8.** (A) Control
Sara Longwe's framework conceptualizes empowerment as a progressive, five-level pathway. Control represents the highest stage of empowerment, where women achieve equal decision-making power over resources and benefits, ensuring that they are not merely passive recipients of developmental aid. This stage succeeds the levels of welfare, access, conscientisation, and active participation.

**9.** (B) Gender Analysis Matrix (GAM)
The Gender Analysis Matrix is a participatory, community-based tool designed to evaluate the dynamic impacts of development projects. It systematically analyzes how planned interventions affect labor, time, resources, and cultural factors across four primary social levels: women, men, the household, and the community. This ensures local perspectives guide gender-sensitive planning processes.

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(B) They are strictly legally prohibited from joining cooperative units.
(C) Membership links to land ownership, which women often lack
(D) They lack basic knowledge and skill regarding crop agriculture.

2016
**255.** The 'Digital Gender Divide' is most accurately measured by assessing the gap in:
(A) The statistical number of physical letters sent via post office
(B) Average daily or weekly radio listenership among rural households
(C) Paid annual subscriptions to local print newspaper publications
(D) Mobile ownership, internet usage, and digital literacy

2025
**256.** Which Article of the Indian Constitution directs the State to make provisions for securing just and humane conditions of work and for maternity relief?
(A) Article 39A
(B) Article 42
(C) Article 45
(D) Article 48A

2021
**257.** Which international conference resulted in the 'Platform for Action' focusing on 12 critical areas of concern for women?
(A) First World Conference on Women (Mexico, 1975)
(B) Fourth World Conference on Women (Beijing, 1995)
(C) International Conference on Population and Development (Cairo, 1994)
(D) World Summit on Sustainable Development (Johannesburg, 2002)

2001
**258.** The National Mission for Empowerment of Women (NMEW) primarily aims to achieve:
(A) A standardized international minimum wage for female agricultural workers
(B) Structural legal changes in the personal family laws of all states
(C) High-tech vocational training programs focused exclusively on urban sectors
(D) Inter-sectoral convergence of programs and schemes for women across ministries

2002
**259.** What is the primary focus of the Mahila Kisan Sashaktikaran Pariyojana (MKSP)?
(A) Investing systematically in female farmers to raise productivity
(B) Providing stable and high-paying urban employment to rural women
(C) Empowering and training women specifically in the corporate IT sector
(D) Providing targeted micro-credit options for non-farm activities only

2015
**260.** Which term refers to the process of evaluating the consequences for women and men of any planned action, including legislation, policies, or programs?
(A) Gender Budgeting
(B) Gender Segregation
(C) Gender Mainstreaming
(D) Gender Sensitization

2017
**261.** In the context of Caroline Moser's framework, organizing a community protest for better water supply falls under which role?
(A) Community managing role
(B) Productive role
(C) Reproductive role
(D) Community politics and leadership role

2010
**262.** Which approach focuses on ensuring that women are integrated into ongoing development processes through legal and administrative changes?
(A) Empowerment approach
(B) Gender and Development (GAD) approach
(C) Welfare approach
(D) Women in Development (WID) approach

2018
**263.** A tool designed to map the daily routines of men and women to identify periods of heavy workload is called:
(A) Social Map of the community
(B) 24-Hour Activity Clock
(C) Wealth Ranking Matrix tool
(D) Venn Diagram of relations

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2008
**264.** The Gender Development Index (GDI) utilizes which three basic dimensions of human development?
(A) Political power, Economic power, and Social power

(B) Life expectancy, Literacy, and Happiness
(C) Health, Education, and Living Standards
(D) Employment, Housing, and Nutrition

2022
**265.** Which of the following is a key objective of Gender Budgeting?
(A) To create an entirely separate and independent economic system for women
(B) To systematically reduce the total annual national infrastructure budget
(C) To strictly audit private corporate commercial spending and investments
(D) To translate policy gender commitments into budgetary actions

2003
**266.** An ergonomic assessment of an agricultural tool for women should primarily minimize which of the following?
(A) Biomechanical strain and health hazards
(B) Average retail purchase market price
(C) The overall expected physical lifespan of the tool
(D) The aesthetic design and color appeal of the tool

2002
**267.** Intra-household resource allocation in rural areas often exhibits a 'boy preference'. This most directly impacts the female child's:
(A) Legal eligibility for future democratic voting rights
(B) Nutritional status, health, and education
(C) Basic physiological and biological genetic makeup
(D) Inherited social caste and family status in the village

2024
**268.** According to Naila Kabeer, 'Empowerment' fundamentally implies:
(A) Gaining immense financial wealth and corporate assets across markets
(B) Expanding ability to make strategic life choices previously denied
(C) Assuming absolute authoritarian power and dominance over others
(D) Permanently escaping all manual agricultural and heavy domestic field labor

2008
**269.** The 'Grading' of a Self-Help Group (SHG) evaluates its performance based on criteria such as:
(A) Regular meetings, savings, and record-keeping
(B) The local political party affiliations of active members
(C) The total agricultural landholding size of group members
(D) The average biological age and education of group members

2023
**270.** Micro-finance institutions of ten rely on which psychological/social mechanism to ensure high repayment rates among women's groups?
(A) Direct physical coercion and enforcement mechanisms
(B) Official legal prosecution and court proceedings
(C) Social capital and group peer pressure
(D) Provision of permanent and infinite financial subsidies

2012
**271.** Which factor is most crucial for the sustainability of a women-led micro-enterprise?
(A) Total and continuous reliance on state development grant money
(B) Focus on producing only traditional, low-margin artisanal goods
(C) Operating completely independent of national government regulations
(D) Access to credit, skill upgradation, and market linkages

2025
**272.** A major objective of encouraging women to form Farmer Producer Organizations (FPOs) is to transition them from:
(A) Informal urban day labor to rural micro-enterprise operations
(B) Manual harvesting work to highly automated corporate administrative roles
(C) Subsistence-oriented farming to market-linked commercial agribusiness
(D) Active political participation to exclusive focus on household management

2024
**273.** The 'Gender Digital Divide' can severely limit rural women's ability to:
(A) Perform intensive manual weeding operations on farms
(B) Access agro-advisories and digital markets
(C) Actively engage in localized community managing roles

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(D) Maintain essential social relations within the rural village

2024
**274.** Article 39(a) of the Directive Principles of State Policy of the Indian Constitution states that citizens, men and women equally, have the right to:
(A) Free higher education
(B) Ownership and management of state enterprises
(C) Bear arms
(D) An adequate means of livelihood

2024
**275.** The Maternity Benefit Act ensures that a woman's employment is protected during her maternity leave. This is an example of protecting her:
(A) Practical gender needs
(B) Community politics role and leadership
(C) Strategic gender needs and empowerment
(D) Personal private property and land rights

2002
**276.** The principle of 'Equal Pay for Equal Work' is enshrined in which part of the Indian Constitution?
(A) Fundamental Duties of Citizens
(B) The Preamble to the Constitution
(C) Directive Principles
(D) The State List of Jurisdictions

2014
**277.** The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is often referred to as the international bill of rights for women. When was it adopted by the UN General Assembly?
(A) 1948
(B) 1979
(C) 1995
(D) 2000

2019
**278.** The 'National Policy for the Empowerment of Women' prescribes 'Mainstreaming a Gender Perspective' in the development process. This implies:
(A) Creating a separate stream of development for women only
(B) Ignoring gender in macro-economic policies
(C) Focusing only on women's reproductive health
(D) Evaluating the gender impact of every policy and program

2007
**279.** Which program aims at providing credit to poor women in the informal sector who are unable to access the formal banking system?
(A) PM-Awas Rural Housing Yojana
(B) Rashtriya Mahila Kosh
(C) National Rural Employment Scheme
(D) PM-Ujjwala Clean Fuel Yojana

2004
**280.** The 'Welfare Approach' to women's development predominantly viewed women as:
(A) Active and dynamic agents of economic change
(B) Political decision-makers and community leaders
(C) Passive recipients of development assistance and maternal services
(D) Micro-enterprise business owners and entrepreneurs

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2002
**281.** In gender analysis, 'Access' to resources means:
(A) Having the legal power to sell the resource
(B) Holding a formal registered land title to the resource
(C) Having independently created or produced the resource
(D) Opportunity to use the resource

2012
**282.** Which level in Sara Longwe's framework denotes women participating in making decisions that affect their lives?
(A) Participation
(B) Welfare
(C) Access
(D) Conscientisation

2007
**283.** The Gender Analysis Matrix (GAM) is designed to be utilized by:
(A) Highly specialized international development economists
(B) Grassroots community members and development workers
(C) High-level national policymakers and state administrators
(D) Academic researchers and university faculty exclusively

2014
**284.** Which index was introduced in the 2010 Human Development Report to replace the Gender Development Index (GDI) and Gender Empowerment Measure (GEM)?

(A) Multidimensional Poverty Index (MPI)
(B) Gender Inequality Index (GII)
(C) Gender Parity Index (GPI)
(D) Human Capital Index (HCI)

2014
**285.** In a Gender Budget, allocations that are less than 30% for women are:
(A) Usually not reported in the Gender Budget Statement
(B) Formally included in Category I allocations
(C) Formally included in Category II allocations
(D) Considered strictly illegal and unconstitutional under current national laws

2007
**286.** What is the primary purpose of a 'Gender Impact Assessment' (GIA)?
(A) To measure physical strength and biological differences between genders
(B) To allocate annual development project funds to local village units
(C) To foresee and prevent negative policy impacts on equality
(D) To determine the personal political affiliation of project beneficiaries

2004
**287.** Ergonomic interventions that reduce drudgery for women in agriculture directly contribute to improving their:
(A) Local household and village social status
(B) Grassroots level political empowerment
(C) Legal ownership and inheritance rights
(D) Occupational health and labor efficiency

2017
**288.** Which of the following is a long-term consequence of maternal undernutrition?
(A) Increased infant birth weight and improved childhood health status
(B) Highly accelerated cognitive development and learning in children
(C) High maternal mortality risk and impaired fetal development
(D) Significantly decreased susceptibility to seasonal infectious diseases

2022
**289.** In Naila Kabeer's empowerment framework, if a woman uses her 'agency' to challenge domestic violence, she is exercising power:
(A) Absolute power over other members of the family
(B) Power within and power to transform relations
(C) Power to rapidly accumulate private physical assets
(D) Power to increase her traditional reproductive role

2011
**290.** What is 'Panchasutra' in the context of Self-Help Group (SHG) functioning under the National Rural Livelihoods Mission (NRLM)?
(A) Five distinct types of financial loans available to registered members of the group
(B) Five specific climate-smart agricultural practices to adopt on smallholder farms
(C) Five sequential administrative stages of legal registration with local banks
(D) Five cardinal principles of meeting, saving, lending, recovery, and book-keeping

2006
**291.** Which is a recognized limitation of the Microfinance model for women's empowerment?
(A) It may increase debt without altering status or domestic workloads.
(B) It generates excessive, unregulated political power for women's groups.
(C) It provides excessively large loans that rural households cannot manage.
(D) It completely and permanently eliminates the need for male farm labor.

2008
**292.** 'MSME' stands for:
(A) Ministry of Small and Medium Enterprises
(B) Medium, Small and Micro Economics
(C) Micro, Small and Medium Enterprises
(D) Marginalized Sectors and Micro Enterprises

2018
**293.** The success of a women's cooperative relies heavily on:
(A) Democratic member control and participation
(B) Completely excluding all external governmental support
(C) Top-down decision-making by a single wealthy group member
(D) Focusing exclusively on low-risk subsistence food production

2016
**294.** Bridging the 'gender digital divide' requires addressing the 'three A's'. What do they typically stand for?
(A) Age distribution, Agriculture, and Automation
(B) Political Authority, Asset Allocation, and Auditing

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(C) Household Assets, Bank Accounts, and State Agencies
(D) Access, Affordability, and Ability

2018

**295.** Which Fundamental Right guarantees equal opportunity in matters of public employment without gender discrimination?
(A) Article 14
(B) Article 15
(C) Article 16
(D) Article 21

2011

**296.** The Hindu Succession (Amendment) Act 2005 amended the original Act of which year?
(A) 1947
(B) 1950
(C) 1956
(D) 1971

2016

**297.** Sustainable Development Goal (SDG) 5.a aims to undertake reforms to give women equal rights to:
(A) Legally vote in local, regional, national, and foreign elections
(B) Keep, carry, and bear arms for personal self-defense
(C) Avoid paying any direct state or national income taxes
(D) Economic resources, land ownership, and property rights

2004

**298.** The 'National Mission for Empowerment of Women' was launched in which year?
(A) 2001
(B) 2010
(C) 2015
(D) 2020

2023

**299.** Under the Mahila Kisan Sashaktikaran Pariyojana (MKSP), 'Community Resource Persons' (CRPs) are typically:
(A) High-ranking central and state government bureaucrats
(B) Trained local female farmers who share best practices
(C) Specialized university professors and research scientists
(D) Professionally qualified male agricultural extension officers

2021

**300.** The transition from Women in Development (WID) to Gender and Development (GAD) is best described as a shift from focusing on:
(A) Macro-level economics to evolutionary biological traits
(B) Women as isolated recipients to unequal social gender relations
(C) Disadvantaged rural agricultural areas to high-income urban areas
(D) Primary crop-based agriculture to large-scale heavy manufacturing

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institutions of the poor. What is its fundamental building block?
(A) The individual male farmer
(B) The rural cooperative bank
(C) The women's Self-Help Group (SHG)
(D) The multinational agribusiness corporation

2005

**245.** Which of the following describes 'Gender Equity'?
(A) Fair treatment for all, compensating for historical disadvantages
(B) Giving everyone the exact same resources regardless of starting position
(C) Eliminating all biological and anatomical differences between sexes
(D) Promoting female advancement at the expense of men's fundamental rights

2009

**246.** Which dimension of Naila Kabeer's framework refers to the process by which choices are made and put into effect?
(A) Resources
(B) Achievements
(C) Environment
(D) Agency

2017

**247.** What is a 'Panchayat Mahila Evam Yuva Shakti Abhiyan' associated with?
(A) Eradicating infectious polio and waterborne diseases
(B) Empowering elected female and youth representatives
(C) Promoting elite urban corporate leadership programs
(D) Providing subsidized low-interest housing loans to rural citizens

2022

**248.** Ergonomic tools for women must account for the fact that, on average, women's aerobic capacity ( $VO_{2\,max}$) and physical strength are:
(A) Identical to men's under all standard physical labor conditions
(B) Generally higher than men's in manual farming activities
(C) Generally lower than men's, meaning tools should be designed to require less physical exertion
(D) Completely irrelevant to final agricultural crop productivity and output

2004

**249.** Which of the following is an example of an 'Achievement' in Naila Kabeer's framework of empowerment?
(A) Access to a formal bank loan
(B) Having the legal right to vote
(C) Access to a new community hall
(D) Improved nutritional status

2007

**250.** The concept of 'Intersectionality' was coined by which scholar?
(A) Kimberlé Crenshaw
(B) Caroline Moser
(C) Naila Kabeer
(D) Sara Longwe

2019

**251.** In the Harvard Framework, the 'Access and Control Profile' helps to identify:
(A) The average number of working hours spent on domestic chores
(B) Whether women can use a resource or control its benefits
(C) The ideological and political affiliation of the household
(D) The total environmental and ecological footprint of the farm

2016

**252.** Which mechanism in the Indian budget ensures that resources are allocated for women's empowerment?
(A) Standard zero-based budgeting
(B) Gender Responsive Budgeting
(C) Public deficit financing models
(D) Program performance auditing

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2017

**253.** The feminization of agriculture in India is primarily a consequence of:
(A) Agrarian distress and male migration for non-farm work
(B) National government policies banning men from cultivation
(C) Inherent biological superiority of women in field labor
(D) A sudden, major increase in land ownership among females

2022

**254.** Which is a recognized barrier to women's active participation in Farmer Producer Organizations (FPOs)?
(A) They possess excessive investment capital for small group operations.

**10.** (C) A is true but R is false.
The Women in Development paradigm concentrated on integrating women into existing economic systems, viewing them as valuable resources for economic growth. However, this approach is widely criticized for failing to address or restructure systemic gender power relations. Instead, it treated women in isolation, leaving the underlying structures of inequality completely unchallenged.

**11.** (A) Gender Inequality Index (GII)
The Gender Inequality Index is a composite metric introduced by the United Nations Development Programme. It measures the loss in human development achievements due to disparities between genders across three key dimensions: reproductive health, empowerment, and labor market participation. This index highlights where policies need adjustment to promote gender equity.

**12.** (C) Mainstreaming gender in all stages of the budgetary process
Gender budgeting is a strategic public policy tool designed to integrate a gender perspective into all stages of the budgetary formulation, allocation, and evaluation process. Rather than creating a separate budget, it assesses how public resources impact men and women differently, ensuring equitable distribution of fiscal resources to address gender disparities.

**13.** (D) Anthropometric measurements of female users
Ergonomic design of agricultural tools aimed at reducing drudgery for women must prioritize anthropometric measurements of female users. Women generally differ from men in average stature, physical strength, and reach. Designing machinery without these specific measurements leads to increased physical strain, musculoskeletal injuries, and reduced operational efficiency in rural farming activities.

**14.** (C) Nutritional deficits among women and girls
In patriarchal societies, intra-household food distribution systems often prioritize the dietary needs of adult males and male children over females. This unequal allocation of high-nutrient food items frequently results in chronic nutritional deficits, iron-deficiency anemia, and maternal malnutrition among women and girls, compounding their existing physical workloads and health vulnerabilities.

**15.** (B) IV only
Naila Kabeer's widely recognized conceptualization of empowerment defines it through three interrelated dimensions: resources, agency, and achievements. Resources provide the preconditions, agency represents the process of decision-making, and achievements represent the well-being outcomes. This framework is multidimensional and does not focus exclusively on political participation, making statements highlighting that limitation incorrect.

**16.** (D) The group's creditworthiness and maturity
The grading process for Self-Help Groups is a systematic assessment methodology used by financial institutions to evaluate a group's operational maturity, financial discipline, and overall creditworthiness. It measures adherence to key principles such as regular savings, internal lending, timely repayments, and proper record-keeping, determining their eligibility for bank credit linkage.

**17.** (A) NABARD
The Self-Help Group Bank Linkage Programme was pioneered in India during the early nineties by the National Bank for Agriculture and Rural Development. This landmark initiative established formal banking channels to provide financial services to the unreached rural poor, especially women, by leveraging the social capital of local community-based organizations.

**18.** (C) Collateral-free small credit
Micro-finance institutions support rural women entrepreneurs by providing collateral-free small credit, addressing a major barrier to financial inclusion. Since rural women often lack formal land titles or assets to pledge as collateral, access to group-based, low-risk micro-loans enables them to initiate income-generating activities and build economic independence.

**19.** (A) Member-owned rural collective
An all-women Farmer Producer Organization is fundamentally classified as a member-owned rural collective. This institutional model integrates smallholder women farmers into the formal economy, allowing them to pool resources, achieve economies of scale, access credit, and gain collective bargaining power in agricultural

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**61.** (D) By birth
Under the Hindu Succession Amendment Act of two thousand five, a daughter's right to coparcenary property is established by birth. This landmark reform ensures that daughters possess the same legal rights and liabilities in ancestral property as sons, dismantling traditional patrilineal inheritance biases and improving women's socio-economic security.

**62.** (A) Micro Enterprise
Under the revised classification criteria, an enterprise is classified as a Micro Enterprise if its investment in plant and machinery does not exceed Rs. one crore and its annual turnover does not exceed Rs. five crore. This low-threshold classification is highly relevant for rural women-led startups and self-help group enterprises.

**63.** (B) Reducing physical strain and injury
Ergonomic assessment in agriculture aims to improve working conditions by reducing physical strain, fatigue, and occupational injuries for women. By adapting tools to fit the anthropometric measurements and physical capacities of female operators, ergonomic interventions enhance labor productivity while safeguarding women's health and reducing musculoskeletal disorders.

**64.** (D) Peer pressure and mutual trust
Group dynamics within Self-Help Groups rely heavily on the dual principles of peer pressure and mutual trust. These social mechanisms foster financial discipline, regular savings, and high loan repayment rates without requiring formal collateral, as members support and monitor each other to maintain the group's collective creditworthiness.

**65.** (A) Anthropometric disparities between boys and girls
Anthropometric disparities, such as differences in height-for-age or weight-for-height between boys and girls, best capture gender-biased intra-household resource allocation. In patriarchal settings, boys often receive better nutrition and medical care, leading to measurable differences in physical growth and health outcomes between male and female children.

**66.** (C) Well-being outcomes of agency and resources
In Naila Kabeer's empowerment framework, achievements are conceptualized as the well-being outcomes that result from combining resources and agency. Achievements represent the realization of potentials, such as improved health, education, or economic security, demonstrating that women have successfully exercised their capacity to make meaningful life choices.

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**67.** (A) Using a resource vs. deciding its use
The Access and Control Profile in the Harvard framework distinguishes between using a resource and deciding its use. Access refers to the opportunity to use a resource, whereas control represents the power to make vital decisions regarding its allocation, sale, or disposal, revealing deeper gender power imbalances.

**68.** (D) At all stages of the policy cycle
Gender mainstreaming is a strategy that incorporates gender perspectives into all stages of the policy cycle, including design, implementation, monitoring, and evaluation. By evaluating how policies affect men and women differently at every phase, mainstreaming ensures that public interventions actively promote gender equality and do not perpetuate disparities.

**69.** (B) Productive
Productive roles refer to work done for cash or kind, encompassing both market production and subsistence agricultural production with an exchange value. This work is often recognized and valued economically, unlike unpaid reproductive labor. Understanding productive roles is essential for planning economic interventions and improving women's market access.

**70.** (C) II and IV
Successful women-led Farmer Producer Organizations are characterized by strong democratic governance, effective market linkages, and continuous capacity building. High dependency on external subsidies and restricting membership to large landholding farmers are incorrect practices, as sustainable FPOs must build financial self-reliance and prioritize the inclusion of smallholders.

**71.** (D) Parliamentary representation and secondary education
The Gender Inequality Index uses parliamentary representation and secondary educational attainment as key indicators to measure empowerment. These metrics reflect women's access to political decision-making and critical

Empowerment Framework, which focuses on power relationships.

**30.** (A) Both A and R are true and R is the correct explanation of A.
Strategic gender needs are derived from women's subordinate social position and aim to challenge existing power structures and the traditional division of labor. Since these needs focus on long-term structural transformation, addressing them helps women achieve greater autonomy. Therefore, both statements are true, and the reasoning directly explains why restructuring labor satisfies these needs.

**31.** (B) Community politics role
In Caroline Moser's gender planning framework, women's organizing at the formal political level is categorized under the community politics role. This role involves active participation in local decision-making, governance, and political representation. It is distinct from the community managing role, which focuses on the voluntary provision of shared local consumption resources.

**32.** (D) Urbanward migration of rural working-age men
The feminization of agriculture in developing nations is deeply linked to the rapid urbanward migration of rural, working-age men looking for off-farm employment. As men leave, agricultural management and labor-intensive activities fall increasingly on women, who must balance these expanding farming duties with their pre-existing domestic and reproductive responsibilities.

**33.** (A) The ability to define goals and act on them
Within Naila Kabeer's empowerment framework, agency represents the dynamic process of defining one's goals and acting upon them. It encompasses decision-making, negotiation, and collective action, allowing women to challenge subordination. Agency is the critical link that translates available resources into actual developmental achievements and enhanced well-being outcomes.

**34.** (C) Daily Activity Clock
The Daily Activity Clock is a highly effective Participatory Rural Appraisal tool used to map gender-specific daily routines, labor allocation, and time poverty. By visually displaying how women and men spend twenty-four hours, this tool highlights the double burden of productive and reproductive work borne by women, guiding planners toward targeted interventions.

**35.** (A) WID → WAD → GAD
The historical evolution of gender and development paradigms began with Women in Development in the nineteen seventies, focusing on integration. It transitioned to Women and Development in the late seventies, highlighting global structural inequalities, and finally evolved into Gender and Development in the late eighties, which analyzes relational power dynamics.

**36.** (D) Equal representation of women and men in an organization
Gender balance is a quantitative indicator that describes the equal representation of women and men within an organization, governance body, or policy-making forum. Achieving gender balance is a key component of gender mainstreaming, ensuring that both genders have equal visibility, voice, and influence in decision-making processes across all professional sectors.

**37.** (B) Moser Framework
The concept of the triple role of women is a core element of the Moser Gender Planning Framework. This framework emphasizes that women in low-income households must balance three distinct roles: productive work, reproductive tasks, and community managing activities, whereas men's work is typically concentrated in productive and community politics spheres.

**38.** (C) 26 weeks
The Maternity Benefit Amendment Act of two thousand seventeen in India increased the duration of paid maternity leave from twelve weeks to twenty-six weeks for female employees expecting their first two children. This legislative change aims to protect maternal and child health, encourage breastfeeding, and sustain women's participation in the formal labor force.

**39.** (D) Investment and annual turnover
The classification parameters for Micro, Small, and Medium Enterprises in India were recently updated to be based on investment and annual turnover. This composite criterion simplifies compliance and encourages broader inclusion of women entrepreneurs, enabling them to access specialized financial credit, government subsidies, and technology development schemes with greater ease.

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**40.** (A) I and III
Gender Impact Assessment is an ex-ante evaluation methodology used to estimate the potential positive or negative consequences of proposed policies on gender equality. Rather than ignoring baseline disparities, it relies on them to prevent unintended negative outcomes and ensure that public interventions actively promote equitable relations between men and women.

**41.** (B) Mobilizing rural women into SHGs
The primary role of the Deendayal Antyodaya Yojana National Rural Livelihoods Mission is the systemic mobilization of poor rural women into Self-Help Groups and their higher-level federations. This institution-building process fosters social capital, financial inclusion, and sustainable livelihoods, serving as a powerful platform for economic and social empowerment.

**42.** (B) Just work conditions and maternity relief
Article forty-two of the Indian Constitution, which is part of the Directive Principles of State Policy, directs the State to secure just and humane conditions of work and for maternity relief. This article provides the constitutional foundation for social security laws protecting female employees during pregnancy and child rearing.

**43.** (A) Primary healthcare access
Primary healthcare access is a classic example of a practical gender need because it directly addresses immediate, survival-related deficiencies in daily living conditions. Unlike strategic needs that target structural gender hierarchies, satisfying practical needs reduces suffering and improves well-being within the boundaries of women's traditional, socially assigned reproductive roles.

**44.** (C) The gender gap in human development achievements
The Gender Development Index measures the gender gap in human development achievements by comparing female and male values across three basic dimensions: health, education, and command over economic resources. It acts as a gender-disaggregated version of the Human Development Index, highlighting how gender disparities affect overall national progress.

**45.** (D) V, II, IV, I, III
In Sara Longwe's Women's Empowerment Framework, the five levels of equality are arranged in a progressive hierarchy. The ascending order from lowest to highest empowerment is welfare, followed by access, conscientisation, participation, and ultimately, control. Each level represents a deeper engagement with challenging structural inequalities and achieving genuine gender equality.

**46.** (D) Fourth World Conference on Women, 1995
The Beijing Platform for Action was a landmark global consensus adopted during the Fourth World Conference on Women in nineteen ninety-five. It established an extensive roadmap for achieving gender equality and empowering women, identifying twelve critical areas of concern that require urgent policy intervention from national governments and civil society.

**47.** (B) Heart rate and energy expenditure
Drudgery in agricultural activities for women is quantitatively evaluated by monitoring physiological parameters, primarily heart rate and total energy expenditure during farm operations. High cardiac strain and excessive caloric depletion highlight the physical burdens of manual tasks, guiding engineers to design ergonomic, labor-saving implements to protect women's health.

**48.** (D) WAD approach
The Women and Development approach argues that women have always been active participants in global economic development processes, but their extensive labor is structurally undervalued or unpaid. Rather than focusing solely on integration, this paradigm emphasizes the relationship between women and international capitalist development, highlighting class and global economic disparities.

**49.** (A) Women, Men, Household, Community
The Gender Analysis Matrix tool systematically assesses the impacts of development projects by organizing analysis across four distinct levels of society: women, men, the household, and the community. By evaluating how interventions affect these categories differently, planners can identify unintended negative consequences and design equitable, gender-responsive local initiatives.

**50.** (C) P-2, Q-4, R-1, S-3
Gender equality ensures equal rights and opportunities, while gender equity focuses on fairness according to respective needs. Gender

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bias involves prejudice or discrimination based on sex, and a gender role refers to socially constructed behaviors and activities. Aligning these definitions correctly is essential for rigorous sociological and policy analysis.

**51.** (A) Restrictive socio-cultural norms
Restrictive socio-cultural norms are the most significant factor driving the digital divide for rural women. These deep-seated norms often limit women's physical mobility, access to household income, and personal ownership of communication technologies. Consequently, technology access is prioritized for male members, excluding women from digital services and training opportunities.

**52.** (D) Achieving inter-sectoral convergence
The National Mission for Empowerment of Women was launched in India with the central objective of achieving inter-sectoral convergence. It coordinates and harmonizes diverse women-centric programs across different ministries, ensuring that health, education, and livelihood initiatives work together effectively to enhance gender equity and economic security.

**53.** (B) Patriarchy
Patriarchy describes a structural social system in which men hold primary power and predominate in roles of political leadership, moral authority, social privilege, and property control. This systemic gender hierarchy institutionalizes male dominance over females, influencing resource allocation, household division of labor, and public decision-making processes across generations.

**54.** (C) It ignored structural gender relations.
A primary disadvantage of the Women in Development approach was its tendency to ignore structural gender relations and power dynamics. By focusing exclusively on integrating women into the economic system as individual actors, it bypassed the societal structures and patriarchal norms that cause female subordination, leaving power imbalances completely unchallenged.

**55.** (D) I, II and IV
The Gender Empowerment Measure focuses on evaluating women's active participation in political and economic decision-making, along with their command over economic resources. It includes indicators like parliamentary representation and shares of professional jobs. It does not measure life expectancy at birth, which is instead a standard component of the Human Development Index.

**56.** (A) Domestic and care work ensuring labor force maintenance
In gender analysis, a reproductive role encompasses domestic tasks, childbearing, and care work necessary to maintain the household and sustain the current and future labor force. This labor is typically unpaid, undervalued, and disproportionately borne by women, significantly contributing to their overall time poverty and limiting their economic opportunities.

**57.** (B) Value chain development and market linkages
Public-Private Partnership models focusing on value chain development and strong market linkages are highly effective for promoting women agri-entrepreneurs. These models combine public capacity building with private sector efficiency, enabling women to transition from subsistence farming to high-value commercial markets, access financial credit, and adopt modern processing technologies.

**58.** (B) Dual productive and reproductive burdens
Time poverty is exceptionally prevalent among rural women due to their dual productive and reproductive burdens. They must dedicate long hours to agricultural labor while simultaneously managing essential domestic tasks like cooking, water collection, and childcare. This double workload leaves them with virtually no leisure time or capacity to participate in training.

**59.** (A) Gendered Resource Map
A Gendered Resource Map is a participatory rural appraisal tool that enables community members to visually represent who has access to and control over specific village resources. By distinguishing between male and female domains, this map exposes structural inequalities in resource ownership, helping project planners design more equitable development interventions.

**60.** (C) A is true but R is false.
Providing labor-saving technologies like improved sickles addresses practical gender needs by reducing physical strain and saving time during routine domestic or agricultural tasks. However, the reasoning statement is false because practical gender needs do not aim to challenge gender hierarchies or empower women politically; that function belongs to strategic needs.

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**82.** (B) Reproductive role
In Caroline Moser's gender planning framework, the reproductive role comprises domestic chores, childbearing, and caregiving activities required to guarantee household survival and maintain the labor force. This labor is typically unpaid and undervalued in national accounts, contributing significantly to women's overall physical strain and daily time poverty.

**83.** (A) Lack of land or property titles
Financial inclusion for rural women is severely hindered by their lack of formal land or property titles. Since commercial banking institutions usually require physical assets as collateral for securing credit, landless women are systematically excluded from accessing formal capital, restricting their ability to invest in independent micro-enterprises.

**84.** (D) CEDAW
The Convention on the Elimination of All Forms of Discrimination Against Women is a landmark global treaty adopted by the United Nations. Frequently described as an international bill of rights for women, it defines gender discrimination and establishes a comprehensive agenda for national action to guarantee equal rights.

**85.** (B) P-2, Q-3, R-1, S-4
Different gender frameworks target unique analytical areas. The Harvard framework utilizes activity and access profiles, while Moser targets the triple role and practical versus strategic needs. Longwe analyzes five progressive levels of equality, and the Gender Analysis Matrix evaluates impacts across women, men, the household, and the community.

**86.** (C) Female life expectancy at birth
The Gender Inequality Index measures disparities across three critical dimensions: reproductive health, empowerment, and economic status. While it incorporates maternal mortality, adolescent births, parliamentary representation, and education levels, it does not include female life expectancy at birth, which is instead used in calculating the Gender Development Index.

**87.** (D) Time poverty and domestic duties
Scheduling agricultural extension meetings during the late evening often fails to reach women due to time poverty and pre-existing domestic duties. Women are typically occupied with reproductive tasks, such as cooking and childcare, during these hours, demonstrating how gender-blind scheduling can inadvertently exclude them from developmental opportunities.

**88.** (A) Schemes with 100% provision for women
In India's Gender Budget Statement, Category I schemes are those that have one hundred percent of their financial provision specifically allocated for women and girls. These programs target gender-specific issues directly, ensuring that public resources are explicitly earmarked to support female education, healthcare, nutrition, and economic empowerment.

**89.** (B) Access to market and institutional support
The success of women agri-entrepreneurs in Public-Private Partnership models depends heavily on secure access to market and institutional support. These provisions enable women to overcome mobility restrictions, acquire advanced technical skills, secure formal credit, and connect with competitive supply chains, transforming subsistence activities into sustainable commercial businesses.

**90.** (C) A is true but R is false.
The gender digital divide severely restricts rural women's access to vital market information and real-time weather advisories. While the assertion is true, the reasoning is false because rural women do not have ubiquitous access to smart devices; rather, socio-cultural and economic barriers actively limit their smartphone ownership.

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**91.** (A) It must rely on sex-disaggregated data.
For a Gender Impact Assessment to be effective, it must rely on sex-disaggregated data. This detailed information allows planners to identify baseline gender disparities, track resource access, and predict how proposed policies will affect men and women differently, avoiding the pitfalls of gender-blind development planning.

**92.** (C) The eligible credit linkage quantum
The grading of Self-Help Groups by commercial banks determines the eligible credit linkage quantum. This grading process acts as a risk-assessment tool, verifying the group's financial discipline and stability, which directly dictates the volume of formal loan capital they can borrow for starting livelihood activities.

**93.** (D) Women and children
Article fifteen, clause three of the Indian Constitution empowers the State to make

human capital, highlighting the structural barriers that limit their opportunities relative to men in various spheres of public life.

**72.** (A) Annual peaks in labor demand and gender roles
In gender analysis, a Seasonal Calendar is a participatory tool used to identify annual peaks in labor demand, agricultural cycles, and gender roles. By tracking how workloads change across seasons, planners can design timely training interventions and schedule extension activities when women are less burdened by farming duties.

**73.** (B) Vernacular digital literacy camps
Conducting vernacular digital literacy camps is a highly effective intervention for reducing the gender digital divide. By teaching digital skills in local languages, these camps demystify technology, accommodate lower literacy levels, and empower rural women to use smart devices for accessing agricultural extension, market prices, and financial services.

**74.** (C) Article 16
Article sixteen of the Indian Constitution ensures equality of opportunity for all citizens in matters relating to public employment. It explicitly prohibits discrimination by the State on grounds of sex, religion, race, caste, or place of birth, providing a firm constitutional basis for equitable recruitment and professional advancement.

**75.** (A) Formation → Grading → Credit Linkage → Micro-enterprise
The standard evolutionary pathway for Self-Help Groups begins with group formation and consolidation. Once the group establishes regular savings habits, it undergoes bank grading. Successful grading leads to credit linkage, which provides the necessary financial capital for members to establish independent micro-enterprises, completing the empowerment cycle.

**76.** (C) Marginalizing women by assuming all farmers are men
Gender blindness in agricultural extension often results in marginalizing women by assuming that all farmers are men. When extension programs ignore the distinct activities and constraints of female farmers, they fail to deliver appropriate tools, technologies, and training, thereby exacerbating existing productivity gaps and gender inequalities in rural communities.

**77.** (D) Gender Responsive Budgeting
Gender Responsive Budgeting serves as a quantitative policy tool that analyzes public expenditures to assess a government's actual commitment to gender equality. By dissecting budget allocations, it ensures that financial resources are directed toward addressing gender disparities, improving transparency, and promoting equitable developmental outcomes for both women and men.

**78.** (C) Realizing gender subordination is socially constructed
Conscientisation in Sara Longwe's women's empowerment framework describes the process where women realize that gender subordination and unequal power relations are socially constructed rather than biologically determined. This critical awareness enables them to identify structural discrimination and collectively mobilize to challenge the social institutions that maintain their subordinate and disadvantaged status.

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**79.** (B) Women in farming and allied sectors
The Mahila Kisan Sashaktikaran Pariyojana specifically targets the capacity building and empowerment of women engaged in farming and allied sectors. By strengthening their skills, promoting ecological farming, and improving resource access, the program aims to enhance their productivity and recognize their critical identity as independent farmers.

**80.** (D) I and II
The Women and Development approach emerged as a structuralist critique of the Women in Development framework. It focuses on the relationship between women and development processes, highlighting how global capitalism exploits female labor. It did not focus exclusively on urban women, making the third statement incorrect.

**81.** (A) Musculoskeletal disorders
Assessing the push-pull force of agricultural implements is vital for preventing musculoskeletal disorders among women. Because traditional tools are often designed for male physique and strength, women face extreme physical strain using them. Ergonomic adjustments help minimize muscle fatigue, back pain, and long-term joint damage.

markets while retaining democratic ownership of their enterprise.

**20.** (D) P-2, Q-4, R-1, S-3
The Indian Constitution safeguards gender equality through specific articles. Article fourteen guarantees equality before the law, and article fifteen prohibits discrimination on grounds of sex. Article thirty-nine directs the state to secure equal pay for equal work, while article two hundred forty-three D mandates the reservation of seats for women in local panchayats.

**21.** (B) Unequal access to digital devices and connectivity
The gender digital divide in rural areas is primarily maintained by unequal access to digital devices and reliable internet connectivity. Socio-economic barriers, low literacy, and cultural norms often restrict women from owning smartphones or accessing digital infrastructure, limiting their ability to receive timely agricultural extension services, market prices, and financial resources.

**22.** (C) It granted daughters equal coparcenary rights.
The Hindu Succession Amendment Act of two thousand five was a milestone in legal reform for women in India. It granted daughters equal coparcenary rights by birth in ancestral property, matching the rights of sons. This structural change significantly improved women's economic security, social status, and ability to provide financial collateral.

**23.** (C) SDG 5
Sustainable Development Goal five is the dedicated global goal for achieving gender equality and empowering all women and girls by two thousand thirty. This goal targets the elimination of all forms of discrimination, violence, and harmful practices, while promoting equal rights to economic resources, leadership opportunities, and public decision-making.

**24.** (A) Convention on the Elimination of All Forms of Discrimination Against Women
The acronym CEDAW stands for the Convention on the Elimination of All Forms of Discrimination Against Women. Adopted by the United Nations General Assembly in nineteen seventy-nine, this international treaty acts as an international bill of rights for women, legally obligating member states to eliminate gender-based discrimination in all spheres.

**25.** (B) I, II, IV and V
The Mahila Kisan Sashaktikaran Pariyojana is a specialized sub-component of the Deendayal Antyodaya Yojana National Rural Livelihoods Mission. It focuses on empowering rural women in agriculture by promoting sustainable, agro-ecological practices. Through targeted investments and capacity building, the initiative enhances women's participation, productive efficiency, and food security in agrarian economies.

**26.** (B) Gender Equity
Gender equity refers to the process of being fair to women and men according to their respective, distinct needs. This concept recognizes that different measures are of ten required to compensate for historical and social disadvantages, ensuring that both genders have equal opportunities to participate in, and benefit from, development interventions.

**27.** (B) 2001
The National Policy for the Empowerment of Women in India was adopted in the year two thousand one. This comprehensive policy framework aimed to bring about the advancement, development, and empowerment of women by eliminating discrimination, active mainstreaming of gender in development planning, and ensuring equal access to economic resources and political participation.

**28.** (C) Extending micro-credit to poor women
Rashtriya Mahila Kosh was established by the Government of India in nineteen ninety-three as an apex micro-finance organization. Its primary purpose is to extend collateral-free micro-credit to poor, unorganized-sector women for livelihood promotion, asset creation, and income-generating activities, leveraging non-governmental organizations as financial intermediaries for last-mile delivery.

**29.** (D) Conscientisation Assessment
The Harvard Analytical Framework is structured around three key components: the activity profile, the access and control profile, and the analysis of influencing factors. Conscientisation assessment is not a component of this framework; rather, it is a key level within Sara Longwe's Women's

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special provisions for women and children. This protective clause provides a firm constitutional foundation for affirmative action, welfare schemes, and specialized legislation designed to address historical disadvantages and protect vulnerable demographic groups.

**94.** (C) Providing gender-friendly tools and land rights
The growing feminization of agriculture demands a shift toward providing gender-friendly, ergonomic tools and secure land rights for women. As women take on more farming responsibilities, gender-responsive policies must ensure they have direct access to resources, legal property ownership, and extension services to improve agricultural productivity.

**95.** (B) I, II, III, IV
A systematic Gender Impact Assessment begins by defining the policy objective. Planners then gather sex-disaggregated baseline data to understand existing disparities, analyze the potential gendered impacts of the proposed policy, and finally, formulate actionable recommendations to promote gender equity and avoid unintended negative consequences.

**96.** (C) 12
The Beijing Platform for Action, adopted during the Fourth World Conference on Women in nineteen ninety-five, identified twelve critical areas of concern. These areas represent key obstacles to women's advancement, including poverty, education, health, violence, and economic inequality, requiring coordinated global action for empowerment.

**97.** (A) Innovativeness and calculated risk-taking
A successful woman agri-entrepreneur typically exhibits innovativeness and calculated risk-taking. These traits enable her to identify niche market opportunities, adopt new agricultural technologies, and manage business uncertainties effectively. Developing these entrepreneurial characteristics is crucial for women to break traditional barriers and sustain profitable agribusinesses.

**98.** (C) Patriarchal norms valuing male labor
Intra-household food distribution biases are deeply rooted in patriarchal norms that place a higher economic value on male labor. Because men are traditionally viewed as primary breadwinners, household resource allocation prioritized their nutritional intake, leading to persistent nutritional deficits and high rates of anemia among women and girls.

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**99.** (A) From women in isolation to gender relations
The transition from the Women in Development approach to the Gender and Development approach marked a paradigm shift from treating women in isolation to analyzing dynamic gender relations. GAD focuses on how socially constructed roles and unequal power structures subordinate women, seeking to transform relations between men and women.

**100.** (D) II and III
The Gender Analysis Matrix is a participatory tool designed specifically for community-level use, rather than requiring professional economists. It examines how development projects affect time, labor, resources, and culture. It relies on a bottom-up, participatory approach rather than top-down planning, making the selected statements correct.

**101.** (C) SDG 5
Sustainable Development Goal five specifically targets the elimination of all harmful practices against women and girls, such as child, early, and forced marriage, as well as female genital mutilation. This goal is essential for ensuring gender equality, protecting physical autonomy, and fostering a safe environment for women globally.

**102.** (C) A joint heir to undivided ancestral property
In property rights under Hindu law, a coparcener refers to a joint heir to undivided ancestral property. This legal status, which was historically reserved for males, was extended to daughters by the Hindu Succession Amendment Act of two thousand five, granting them equal inheritance rights by birth.

**103.** (D) Her participation in major household decisions
A woman's participation in major household decisions is a critical indicator of her agency. This involvement reflects her capacity to negotiate, voice preferences, and influence outcomes regarding resource allocation, healthcare, and education, illustrating a shift from passive subordination to active, self-determined decision-making power within the domestic sphere.

**104.** (A) Formal leadership and political representation
In Caroline Moser's gender planning framework, the community politics role refers to formal leadership and active political representation at the local level. This involves decision-making and organizing within governance structures, which is distinct from the community managing role that focuses on the unpaid provision of shared local resources.

**105.** (B) Self-Help Groups and federations
Under the National Rural Livelihoods Mission, the primary institutional platform for women consists of Self-Help Groups and their higher-level federations. These grassroots collectives mobilize rural women, build social capital, facilitate financial inclusion through savings and credit, and support sustainable livelihoods to reduce systemic rural poverty.

**106.** (B) Biomechanical stress field trials with female operators
Evaluating the ergonomic suitability of a newly developed seed drill for women requires biomechanical stress field trials with female operators. These field trials measure heart rate, energy expenditure, and muscle fatigue, providing objective data to modify tools according to women's physical dimensions and prevent occupational injuries.

**107.** (A) Female HDI to Male HDI
The Gender Development Index is calculated as the ratio of the female Human Development Index to the male Human Development Index. This measurement reflects gender disparities across health, education, and command over resources, helping policymakers identify how gender inequality drags down overall national human development progress.

**108.** (C) Lack of land titles required for membership
A major structural barrier to women building rural institutions like cooperatives is their lack of formal land titles. Many cooperative structures require individuals to hold legal land rights to qualify for membership or leadership, effectively excluding women from accessing collective services, credit, and marketing networks.

**109.** (D) Equal pay for equal work for both men and women
Article thirty-nine of the Indian Constitution, under the Directive Principles of State Policy, directs the State to secure equal pay for equal work for both men and women. This provision aims to eliminate wage discrimination, promote gender equality in employment, and protect the economic rights of women.

**110.** (C) P-2, Q-1, R-4, S-3
Various analytical tools serve distinct purposes: Gender Budgeting analyzes government spending, Gender Impact Assessment predicts ex-ante policy outcomes, the Gender Analysis Matrix facilitates community-level impact evaluation, and Time Allocation Studies measure daily workloads and time poverty, providing a comprehensive toolkit for gender-sensitive development planning.

**111.** (B) A growing percentage of the world's poor are women.
The term feminization of poverty refers to a global socio-economic trend where a growing percentage of the world's poor are women. This disparity is driven by unequal access to economic resources, lack of land rights, lower wages, and the heavy burden of unpaid domestic care work.

**112.** (D) SHGs formed by formal agencies (like NGOs) but financed directly by banks
In the Self-Help Group Bank Linkage Programme, Model II represents a system where SHGs are formed and trained by formal external agencies, such as non-governmental organizations, but are financed directly by commercial banks. This collaborative model leverages the social mobilization skills of NGOs and financial resources of banks.

**113.** (A) Gender equity
Gender equity involves treating men and women differently to achieve an equal outcome, recognizing that historical, social, and economic disadvantages must be actively compensated for. This targeted approach ensures that both genders have fair access to opportunities and resources, paving the way for sustainable, long-term gender equality.

**114.** (C) Welfare
In Sara Longwe's Women's Empowerment Framework, the progressive levels of equality are structured hierarchically. Welfare represents the lowest level, focusing purely on satisfying basic material needs like food, healthcare, and shelter. This level does not involve structural changes

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or challenge the underlying causes of gender inequality.

**115.** (A) To facilitate micro-credit to poor women for income generation
The primary objective of the Rashtriya Mahila Kosh is to facilitate the delivery of micro-credit to poor women in the unorganized sector for income generation and livelihood creation. This national fund works through non-governmental organizations to promote self-employment, asset ownership, and economic empowerment among marginalized women.

**116.** (D) Targeting training to male farmers based on gendered assumptions
Gender bias in agricultural extension is clearly illustrated when training programs are targeted exclusively to male farmers based on assumptions that only men are primary producers. This practice overlooks women's extensive agricultural labor, depriving them of modern agronomic knowledge, resource access, and capacity-building opportunities.

**117.** (B) They build leadership and collective market negotiation power
A key advantage of all-women Farmer Producer Organizations is their ability to build local leadership and enhance collective market negotiation power. By organizing into a formal cooperative structure, women smallholders can bypass exploitative middlemen, access credit, reduce transaction costs, and gain confidence to manage commercial enterprises.

**118.** (C) 73rd Amendment
The Seventy-Third Constitutional Amendment Act of nineteen ninety-two in India was a milestone for political empowerment. It mandated a minimum of one-third reservation of seats for women in all tiers of Panchayati Raj Institutions, significantly increasing women's direct political representation and voice in local governance.

**119.** (D) Schemes with at least 30% allocation for women
In the Gender Budget Statement of India, Category II comprises general development schemes that allocate at least thirty percent of their overall financial budget for women. This categorization helps monitor and mainstream gender across diverse sectors, ensuring that public resources are distributed to address women's development needs.

**120.** (A) I, III and IV
Women agri-entrepreneurs face several key constraints, including restricted physical mobility due to socio-cultural norms, a lack of property for credit collateral, and the heavy burden of dual productive and reproductive roles. Easy credit access and high technical literacy are not typical constraints but represent facilitating factors.

**121.** (B) Women in Development (WID)
The Women in Development approach was heavily criticized for treating women primarily as cheap, underutilized labor for economic growth. By focusing on integrating women into existing economic systems without challenging structural gender relations, it ignored power imbalances and often added to women's workloads without increasing their autonomy.

**122.** (B) Transect Walk
A Transect Walk is a participatory rural appraisal method where development workers walk through the village with community members. This exercise allows them to observe and discuss land-use patterns, water resources, and gendered divisions of labor, facilitating direct dialogue and identifying localized development constraints in a collaborative manner.

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**123.** (A) Providing financial collateral
The lack of recognized property rights for rural women severely limits their capacity to provide formal financial collateral. Since financial institutions require assets like land to secure commercial credit, women are often excluded from borrowing capital, which restricts their capability to invest in and manage independent agricultural enterprises.

**124.** (C) High energy expenditure without matching caloric intake causes undernutrition.
Drudgery in agriculture affects women's nutritional status because high energy expenditure during physically demanding labor, combined with inadequate caloric intake, causes chronic undernutrition. This disparity is worsened by biased intra-household food distribution systems, leading to high rates of maternal anemia, muscle wasting, and overall physical exhaustion.

services. This operational capacity goes beyond basic handset ownership, enabling female farmers to retrieve crop advisories, apply for subsidies, and monitor market prices directly.

**205.** (A) Malnourished mothers birthing low-weight babies who become malnourished adults
The intergenerational cycle of malnutrition describes how nutritional deficiencies persist across generations. Undernourished mothers are more likely to give birth to low-birth-weight infants who face developmental delays. These children often grow into malnourished adults, perpetuating poor health outcomes, reduced physical capacity, and vulnerability to disease within families.

**206.** (C) It operates on voluntary savings and internal lending.
Under the Self-Help Group-Bank Linkage Programme, groups operate primarily on voluntary regular savings and internal lending among members. This participatory financial management builds creditworthiness and internal cohesion, allowing members to access interest-bearing loans from their common pool before seeking external commercial credit, establishing financial discipline without requiring physical collateral.

**207.** (B) Investment up to Rs. 10 crore and turnover up to Rs. 50 crore
According to the revised composite criteria introduced in two-thousand-twenty, a small enterprise is defined as an entity where the investment in plant, machinery, or equipment does not exceed ten crore rupees, and the annual turnover does not exceed fifty crore rupees, establishing a uniform national standard for MSME classification.

**208.** (C) Introducing motorized threshers and winnowers
Introducing motorized threshers and winnowers is an effective intervention for reducing physical drudgery for rural women in post-harvest activities. By mechanizing manual, labor-intensive tasks such as hand-threshing and wind-winnowing, these technologies reduce physical strain, minimize operational time, lower energy expenditure, and increase overall post-harvest productivity.

**209.** (B) Modernization theory of economic integration
The Women in Development approach, emerging in the nineteen-seventies, was closely aligned with modernization theory, which emphasized integrating women into existing economic structures. This framework aimed to improve women's access to education, technology, and employment, assuming that economic growth and market participation would lead to greater gender equality.

**210.** (D) Decision-making and negotiating power
In Naila Kabeer's conceptualization of empowerment, agency represents the process of decision-making, negotiation, and purposeful action. It reflects an individual's capacity to define goals, make strategic life choices, and challenge social constraints, serving as a core dimension alongside resources and achievements in the measurement of empowerment.

**211.** (A) Article 15(3)
Article 15(3) of the Indian Constitution empowers the State to make special provisions for women and children. This protective clause enables the government to enact affirmative action policies, welfare schemes, and legislative measures specifically designed to address historical disadvantages, improve social security, and promote gender equality.

**212.** (C) Ensuring women's equal access to economic resources, employment, and markets
The critical area of Women and the Economy in the Beijing Platform for Action focuses on promoting women's economic independence. This involves securing equal access to productive resources, financial services, vocational training, and employment, alongside reforming labor markets to eliminate wage gaps and ensure safe, equitable working conditions.

**213.** (A) Revolving and Community Investment Funds
Under the National Rural Livelihoods Mission, the government provides financial assistance to Self-Help Groups through Revolving Funds and Community Investment Funds. This institutional capital is designed to build a strong credit history, catalyze internal lending, satisfy immediate consumption needs, and finance diverse livelihood activities for group members.

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market prices, access government services, and utilize online banking, overcoming geographic barriers and significantly enhancing their economic autonomy.

**136.** (A) The authority to make decisions regarding resource use
In the Access and Control Profile of the Harvard Analytical Framework, control represents the authority to make decisions regarding resource use. While access refers only to the ability to use a resource, control indicates decision-making power over its allocation, sale, or disposal, revealing deeper gender power imbalances.

**137.** (B) GII
The Gender Inequality Index is specifically designed to measure the loss in potential human development due to inequalities between female and male achievements. It evaluates disparities across maternal health, political empowerment, education, and labor market participation, highlighting the systemic costs of gender inequality on national progress.

**138.** (B) It frees time and energy for other activities.
Drudgery reduction is critical for women's empowerment because it frees time and energy for other activities, such as training, income-generation, or leisure. By reducing physical strain through ergonomic agricultural tools, women can improve their health and participate in public decision-making, transforming their overall social status.

**139.** (A) Family rules and norms on resources
An institutional dimension in Naila Kabeer's empowerment framework is illustrated by family rules and norms on resources. These informal social institutions dictate resource allocation and division of labor within households, establishing the structural rules that either severely constrain or enable women's ability to exercise choices.

**140.** (C) P-4, Q-3, R-2, S-1
Different legal and policy provisions have specific targets: Article two hundred forty-three D mandates panchayat reservations, CEDAW acts as an international anti-discrimination treaty, MKSP empowers women in agriculture, and the Maternity Benefit Act ensures paid leave, forming a highly comprehensive framework for promoting gender equality.

**141.** (C) 1995 Beijing Conference
Gender mainstreaming was established as a global strategy for achieving gender equality at the Fourth World Conference on Women, held in Beijing in nineteen ninety-five. This event resulted in the Beijing Platform for Action, which committed member states to incorporating gender perspectives into all policy cycles.

**142.** (C) Information asymmetry in markets and extension
A significant consequence of the gender digital divide is information asymmetry in agricultural markets and extension services. Because rural women lack equal access to mobile phones or internet services, they are often excluded from timely weather updates, agronomic advice, and market price fluctuations, widening productivity gaps.

**143.** (B) Small
Under the revised Indian MSME classification criteria, an enterprise is classified as a Small Enterprise if its investment in plant and machinery does not exceed ten crore rupees and its annual turnover does not exceed fifty crore rupees, directly supporting the scaling up of women-led businesses.

**144.** (D) Conscientisation
Conscientisation refers to the educational process of raising critical awareness among women regarding the structural causes of their subordination. This understanding enables women to recognize that gender disparities are socially constructed, motivating them to collectively mobilize and challenge existing power structures to achieve genuine and lasting structural empowerment.

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**145.** (A) Improved mobility, confidence, and public articulation
Participation in Self-Help Groups leads to immediate social empowerment outcomes, such as improved physical mobility, self-confidence, and public articulation. By regularly attending group meetings, managing finances, and interacting with banks, women overcome domestic isolation, build local social networks, and develop leadership skills in public spheres.

**146.** (C) GAM tool
The Gender Analysis Matrix is a participatory tool designed to identify how development interventions dynamically affect different

community groups, specifically men and women. It organizes this analysis across four distinct social levels and four impact categories labor, time, resources, and culture ensuring localized, gender-sensitive planning.

**147.** (A) Economic inequality
A policy ensuring equal wages for men and women targets economic inequality. This legal intervention directly addresses the gender wage gap and ensures that female labor is valued equally, improving women's financial security, purchasing power, and overall status within both the household and the formal labor market.

**148.** (D) Gender
Gender refers to the socially constructed differences in attributes, behaviors, and opportunities associated with being female or male. Unlike biological sex, gender roles and expectations are learned through socialization, vary significantly across different cultures, and change over time, serving as a primary target for development policies.

**149.** (B) To avoid planning choices that neglect role trade-offs
Understanding the triple role of women is crucial for planners to avoid choices that neglect role trade-offs. By recognizing that women perform productive, reproductive, and community managing tasks, planners can design development interventions that do not overload women or fail due to severe time poverty constraints.

**150.** (C) It focused on the productive over the reproductive sector
A recognized limitation of the Women and Development paradigm is that it focused primarily on the productive sector over the reproductive sector. By prioritizing women's economic contributions in the market, it neglected the heavy burden of unpaid domestic care work, failing to address how reproductive labor restricts autonomy.

**151.** (B) Historical timeline of local changes
Participatory Rural Appraisal timeline methods enable communities to chart significant historic occurrences, technological adoptions, and social shifts over decades. This systematic tracking helps identify how generational transformations in farming systems correlate with shifting responsibilities between men and women, making it highly effective for capturing long-term structural changes in rural gender divisions of labor.

**152.** (C) Weak bargaining power and limited scale among female smallholders
Women-led Farmer Producer Organizations serve as vital institutional platforms that aggregate produce and coordinate marketing activities for female cultivators. This collective structure directly mitigates market marginalization by enhancing negotiation capacity, achieving economies of scale, overcoming barriers to financial credit, and eliminating exploitative intermediaries that typically diminish profits for isolated smallholders.

**153.** (D) Practical needs address daily survival; strategic needs target structural changes.
Practical gender needs focus on immediate, material necessities required for daily survival, such as water access, healthcare, and household food security, without altering traditional social structures. Conversely, strategic gender needs target systemic power imbalances, seeking to transform underlying legal rights, resource ownership, and decision-making authority to achieve long-term gender equality.

**154.** (A) Equality before the law and equal protection of laws
Article 14 of the Indian Constitution represents a cornerstone of democratic governance by guaranteeing that the State shall not deny any person equality before the law or equal protection of laws. This constitutional provision acts as a vital safeguard against arbitrary discrimination, ensuring uniform legal rights and protections for all individuals.

**155.** (B) Working heart rate
Working heart rate is a widely recognized physiological metric utilized to evaluate physical exertion and ergonomic strain during manual agricultural operations. Monitoring cardiac response helps quantify the energy expenditure and cardiovascular stress associated with repetitive farm tasks, thereby assisting in the development of gender-appropriate, labor-saving technologies designed to reduce physical drudgery.

**156.** (B) Women manage farms without equal access to resources
The feminization of agriculture often leads to acute agrarian distress when female cultivators

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must bear complete operational responsibility for farming while facing systemic barriers. These structural obstacles include lack of land ownership, restricted access to institutional credit, limited exposure to agricultural extension services, and exclusion from modern technological inputs, which collectively depress agricultural productivity.

**157.** (A) Number of parliamentary seats held
The Gender Development Index measures disparities between men and women across three basic dimensions of human development: health, knowledge, and command over economic resources. It utilizes indicators such as life expectancy, expected and mean years of schooling, and estimated earned income, while excluding political representation metrics like parliamentary seat distribution from its calculations.

**158.** (C) Elevated rates of maternal anemia and poor birth outcomes
Unequal food distribution within households frequently results in females receiving inadequate nutritional portions, prioritizing male family members. This chronic disparity leaves pregnant and lactating women highly vulnerable to severe nutritional deficiencies, leading to high rates of maternal anemia, compromised maternal health, and adverse birth outcomes, including low birth weight infants.

**159.** (B) 10 to 20 members
An ideal size of ten to twenty members is recommended for self-help groups to foster optimal group cohesion, mutual trust, and active participation. This moderate scale ensures that meetings remain manageable, bookkeeping is simplified, peer monitoring is effective, and democratic decision-making is maintained, preventing the fragmentation often observed in excessively large groups.

**160.** (C) Self-Help Group (SHG)-Bank Linkage Model
The Self-Help Group-Bank Linkage Model is a highly successful financial inclusion paradigm that leverages social capital for economic empowerment. Members pool voluntary savings to create a common fund for internal lending, establishing financial discipline. Once creditworthiness and operational stability are demonstrated, commercial banks provide formal credit assistance without requiring physical collateral.

**161.** (B) Restricted access to credit and formal market networks
Agri-entrepreneurship programs must address gender-specific barriers that hinder female enterprise growth in rural areas. The most critical challenges include restricted access to formal institutional credit, caused by a lack of registered property for collateral, and limited integration into established commercial market networks, which constrains business expansion and limits economic independence.

**162.** (D) Self-efficacy and the power to choose
Agency is a fundamental dimension of empowerment representing the capacity of individuals to define goals and act upon them. It is rooted in self-efficacy, self-belief, and the personal power to make strategic life choices, allowing individuals to negotiate social barriers, challenge traditional constraints, and actively influence their own socio-economic development.

**163.** (A) Article 15 (1) of the Indian Constitution
Article 15 (1) of the Indian Constitution strictly prohibits the State from discriminating against any citizen on grounds only of religion, race, caste, sex, or place of birth. This fundamental right ensures civil equality, preventing institutional biases and establishing a strong legal foundation for promoting equal opportunities across all public spheres.

**164.** (C) Ensuring coordination across ministries to benefit women
Convergence under the National Mission for Empowerment of Women entails programmatic and institutional coordination across various ministries and government departments. This collaborative approach synchronizes diverse social welfare schemes, optimizes public resource utilization, eliminates administrative redundancies, and ensures the comprehensive delivery of health, education, and economic services to women nationwide.

**165.** (A) Ensuring women's equal rights to land ownership and resources
Achieving Sustainable Development Goal 5 within agricultural systems relies on securing equal legal rights for women regarding land ownership, financial inheritance, and natural resources. Providing secure land titles empowers female farmers, enhances household food security, increases access to institutional credit, and

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**185.** (D) An agency or unit within ministries to coordinate and monitor gender-responsive budgeting
A Gender Budget Cell is an institutional mechanism established within government ministries to facilitate and coordinate gender-responsive budgeting. This specialized unit reviews sectoral budgets, ensures policy alignment with gender commitments, tracks resource allocation, and reports on the direct impacts of public expenditure on women's empowerment.

**186.** (A) Energy expenditure and drudgery reduction
Evaluating the ergonomic efficiency of agricultural tools for female workers requires measuring physiological energy expenditure and drudgery reduction. Tools designed to accommodate women's physical strength and anthropometry reduce physical fatigue, prevent musculoskeletal injuries, and lower physiological strain, resulting in increased labor productivity and improved worker safety.

**187.** (B) Elite capture, where dominant members monopolize benefits
Elite capture represents a significant institutional challenge in the functioning of rural Self-Help Groups. This phenomenon occurs when dominant, wealthier, or more literate members monopolize leadership positions and direct access to credit, leaving marginalized or illiterate members with minimal influence over decisions and restricted access to benefits.

**188.** (B) Aggregation of produce leading to better prices and lower transaction costs
Joining Farmer Producer Organizations benefits female smallholders by enabling the aggregation of agricultural produce, which enhances collective bargaining power. This consolidation secures higher market prices, reduces individual transportation and transaction costs, simplifies access to modern processing inputs, and integrates female farmers directly into lucrative value chains.

**189.** (A) Voice and video interactive platforms
Digital education and agricultural extension services targeting rural women often deploy voice and video interactive platforms to bypass low literacy barriers. Visual and auditory instructional tools deliver critical agronomic information, crop advisory services, and financial training in local languages, allowing participants to acquire practical knowledge without requiring advanced reading skills.

**190.** (C) State employment or office
Article 16(2) of the Indian Constitution ensures equal opportunity by prohibiting discrimination in state employment or public office based on religion, race, caste, sex, descent, place of birth, or residence. This constitutional safeguard ensures that public sector opportunities are accessible to all citizens on an equitable basis.

**191.** (D) Eliminate all forms of discrimination against women
The primary objective of the Convention on the Elimination of All Forms of Discrimination Against Women is to protect women's fundamental rights and eliminate sex-based discrimination globally. It obligates signatory states to implement legislative reforms, promote gender equality, and establish institutional protections in political, economic, social, and cultural spheres.

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**192.** (C) Swadhar Greh
The Swadhar Greh scheme was designed by the Indian government to provide a primary support system for women facing difficult circumstances. The program provides shelter, food, clothing, medical facilities, legal assistance, and vocational training to destitute women, victims of violence, and socially marginalized groups to facilitate their rehabilitation.

**193.** (B) Unequal gender relations prevent equitable development.
The Gender and Development approach is built on the premise that unequal power relations between men and women hinder equitable social progress. Rather than focusing on women in isolation, this model analyzes the social structures, institutional biases, and relational dynamics that sustain inequalities, seeking to transform these systems to achieve development.

**194.** (D) Failure to recognize gender-differentiated policy impacts
Gender blindness refers to the failure of policy frameworks and development programs to recognize the distinct roles, responsibilities, and resource constraints of men and women. By assuming that public interventions are automatically neutral, gender-blind policies of

by formally recognizing them as independent farmers, regardless of household land ownership. This recognition helps bypass traditional structural barriers, facilitating women's direct access to government extension services, technological inputs, financial credit, and capacity-building programs.

**176.** (C) Social Relations Approach
The Social Relations Approach, developed by Naila Kabeer, focuses on how gender inequalities are systematically produced and maintained through key institutional sites. It analyzes power dynamics, social hierarchies, and structural relationships within households, communities, markets, and states, rather than limiting its analysis to the division of labor and resource allocation.

**177.** (B) Women accept restrictive gender rules in exchange for protection or safety
The patriarchal bargain conceptualizes the strategies women employ to navigate male-dominated systems. Women may conform to traditional gender expectations, restrictive social codes, and domestic submission in exchange for economic security, physical protection, and localized social status, working within systemic constraints to maximize their personal safety and household stability.

**178.** (D) It seeks to increase women's self-reliance and capacity to challenge unequal structures
The empowerment approach to development focuses on increasing women's self-reliance, collective agency, and capacity to challenge unequal social structures. Unlike traditional welfare models that position women as passive beneficiaries, this framework seeks to transform structural power relations, enabling women to make independent decisions and direct their own developmental pathways.

**179.** (A) The institutional relationships and women's access to them
A Venn Diagram, often called a Chapati diagram in Participatory Rural Appraisal, visualizes institutional relationships within a community. In gender analysis, this tool demonstrates how different social groups, particularly women, perceive the accessibility, relevance, and importance of various local institutions, service providers, and decision-making bodies.

**180.** (C) Gender stereotyping
Designing development projects around the unilateral assumption that women operate exclusively within nurturing or child-rearing roles represents gender stereotyping. This reductive practice ignores the diverse productive and community management roles women perform, reinforcing traditional divisions of labor and restricting their participation in broader economic and agricultural programs.

**181.** (A) It restricts formal credit access, forcing reliance on high-interest lenders
A lack of land ownership and physical collateral severely limits female agri-entrepreneurs' access to formal financial institutions. This structural barrier often forces them to rely on informal, high-interest lenders, which elevates business operating costs, limits enterprise growth, and reinforces cycles of economic vulnerability in rural communities.

**182.** (B) 80 days
Under the Maternity Benefit Act, a female employee must have worked in an establishment for at least eighty days in the twelve months preceding her expected delivery date to qualify for benefits. This statutory requirement ensures that employees receive job protection and paid leave during the critical period around childbirth.

**183.** (B) Sex is biological; gender is a social construct.
Sex refers to the biological, physiological, and anatomical differences that distinguish male and female bodies. Conversely, gender represents the socially constructed roles, responsibilities, behaviors, and expectations assigned to men and women by a specific society, which can vary across cultures and evolve over time.

**184.** (C) Reproductive health, empowerment, and the labor market
The Gender Inequality Index measures gender disparities across three dimensions: reproductive health, empowerment, and labor market participation. It uses indicators such as maternal mortality, adolescent birth rates, parliamentary representation, educational attainment, and economic participation rates to evaluate how inequalities disadvantage women in different nations.

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**125.** (D) How multiple social identities intersect to create unique experiences of discrimination
Intersectionality in gender studies highlights how multiple social identities—such as gender, class, caste, race, and age—intersect to produce unique systems of discrimination and disadvantage. This framework recognizes that women's experiences are not uniform, as socio-cultural hierarchies interact dynamically to shape individual access to resources and power.

**126.** (C) Practical Gender Need
Providing sewing machines to women primarily addresses a practical gender need. This practical intervention supports local income-generating activities to improve immediate material living conditions without challenging existing power structures. It helps women fulfill their traditional reproductive and household roles more efficiently rather than dismantling systemic gender inequalities.

**127.** (B) Percentage of women in national parliament
The Gender Empowerment Measure incorporates the percentage of women in national parliaments as a key indicator of political participation. This metric reflects women's direct access to formal political power and decision-making authority, illustrating the degree of gender equity in a country's legislative and public policy processes.

**128.** (D) Material, human, and social resources
Under Naila Kabeer's empowerment framework, resources are defined broadly as material, human, and social resources. This comprehensive category includes physical assets, financial capital, education, skills, and social networks. These resources serve as the essential pre-conditions that enable individuals to exercise choice and build active agency.

**129.** (A) Agro-ecological practices
The Mahila Kisan Sashaktikaran Pariyojana specifically promotes agro-ecological practices. By encouraging sustainable methods like organic farming, soil conservation, and natural pest management, the program aims to reduce women's farming input costs, improve household food security, and minimize the health risks associated with chemical-intensive farming.

**130.** (A) Both A and R are true and R is the correct explanation of A.
The Gender Development Index measures gender gaps in human development achievements and cannot exceed the Human Development Index. This is because GDI is mathematically derived by adjusting the overall HDI for gender disparities across health, education, and income, making the reasoning statement a completely correct explanation of the assertion.

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**131.** (A) Evaluating gendered impacts after completion
An ex-post gender evaluation involves assessing the actual gendered impacts of a policy or project after its completion. This detailed evaluation determines whether the intervention successfully achieved its gender equality objectives, identifies any unintended negative consequences, and provides key lessons to guide future gender-responsive project design.

**132.** (D) Self-Help Groups (SHGs)
Microfinance models in India predominantly rely on the Self-Help Group structure. These small, informal, group-based organizations leverage local social capital and mutual trust to deliver financial services, encourage regular savings, and extend credit to rural women, serving as the cornerstone of rural financial inclusion strategies.

**133.** (B) The Hindu Succession (Amendment) Act, 2005
The Hindu Succession Amendment Act of two thousand five guarantees women equal inheritance rights over ancestral property in India. This landmark legislation granted daughters equal coparcenary rights by birth, addressing historical legal inequalities and significantly enhancing women's economic independence, social security, and formal asset ownership.

**134.** (C) Gender Analysis Matrix (GAM)
The Gender Analysis Matrix is a participatory tool designed to evaluate how development projects affect women's and men's labor, time, resources, and culture. It systematically tracks these impacts at the levels of the individual, household, and community, helping project planners actively avoid negative consequences on gender relations.

**135.** (D) The ability to use digital tools to access and evaluate information
Digital literacy for rural women's empowerment refers to the ability to use digital tools to access, evaluate, and utilize information effectively. This vital skill enables women to retrieve real-time

ten overlook systemic disparities, inadvertently reinforcing existing inequalities and limiting program effectiveness.

**195.** (A) Demographic, economic, and political factors shaping gender relations
In the Harvard Analytical Framework, influencing factors represent the broad set of external dynamics that shape gender roles and resource distribution. These include demographic changes, economic shifts, legal codes, political structures, and cultural traditions, helping project planners understand the local socio-environmental context affecting division of labor.

**196.** (C) Reforming land tenure laws to grant women joint or independent titles
Reforming land tenure laws to secure joint or independent land titles for women directly addresses a strategic gender need. By transforming systemic legal structures and resource ownership, this intervention challenges traditional power relations, enhances economic security, increases agricultural decision-making power, and facilitates access to credit for female cultivators.

**197.** (A) The increasing proportion of female workers in agricultural labor
The feminization of agriculture is statistically measured by tracking the rising proportion of female workers in the agricultural labor force. This trend is typically driven by agrarian distress and male out-migration to urban areas, leaving women with increased operational responsibilities on family farms without necessarily improving their land rights.

**198.** (D) Matrix Scoring of crop choices
Matrix Scoring is a highly effective Participatory Rural Appraisal tool utilized to evaluate and compare the preferences of male and female farmers regarding crop varieties. This exercise documents how genders prioritize different traits, such as yield, taste, processing ease, and market value, revealing distinct priorities within agricultural production.

**199.** (B) Active participation in economic and political decision-making
The Gender Empowerment Measure is designed to evaluate women's active participation in economic and political decision-making processes. Unlike the Gender Development Index, which focuses on basic human capabilities, this metric tracks professional opportunities, managerial roles, parliamentary representation, and direct control over economic resources, capturing the structural dimensions of gender agency.

**200.** (C) An analytical tool to ensure gender-equitable budget allocations
Gender Budgeting in India serves as a key analytical tool designed to assess and monitor public expenditure from a gender perspective. Rather than creating a separate budget, this methodology ensures that fiscal policies, resource allocations, and developmental expenditures are structured to address gender disparities and promote social equality.

**201.** (D) The triple role of women
The Moser Gender Planning Framework is closely associated with the concept of the triple role of women, which identifies reproductive, productive, and community managing responsibilities. Recognizing these simultaneous obligations helps development practitioners design balanced interventions that do not inadvertently increase women's labor burdens or exacerbate time poverty.

**202.** (A) Coparcenary joint family property
The Hindu Succession Amendment Act of two-thousand-five introduced critical reforms by granting daughters equal coparcenary rights in joint family property. Under this legislation, daughters inherit ancestral property by birth with the same rights, liabilities, and legal status as sons, representing a significant structural advancement toward gender-equal inheritance.

**203.** (B) Increased visibility of female farm managers without equal resources
The most significant socio-economic implication of the feminization of agriculture is the increased visibility of women as de facto farm managers without equivalent resources. Despite executing primary farming decisions and field operations, female cultivators continue to face severe institutional barriers, including restricted land rights, credit access, and extension support.

**204.** (B) Independently using online government portals for agri-services
Digital empowerment for rural women is demonstrated when they can independently use online government portals, digital banking, and mobile information systems to access agricultural

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encourages long-term investment in sustainable, climate-smart farming technologies.

**166.** (D) The initial state of gender relations before intervention
A baseline in a Gender Impact Assessment establishes a detailed qualitative and quantitative record of gender relations and socio-economic conditions prior to project implementation. This initial reference point allows development planners to monitor progress, evaluate specific behavioral shifts, and measure the precise impacts of targeted interventions on gender equality.

**167.** (B) Because it reveals gender-specific roles and resources for targeted action
Gender-disaggregated data is essential for effective agricultural planning because it documents the distinct roles, labor inputs, and resource constraints of male and female farmers. This detailed statistical evidence enables policymakers to design customized extension programs, address specific resource disparities, allocate budgets equitably, and implement highly targeted interventions that enhance overall productivity.

**168.** (C) Welfare Approach
The Welfare Approach was the earliest developmental paradigm addressing women, dominating policy from the nineteen-forties to the nineteen-seventies. It viewed women as passive recipients of aid, focusing on domestic roles, maternal health, child nutrition, and household relief services, without attempting to challenge or alter unequal power relations or economic structures.

**169.** (D) Women's material well-being relative to men, including nutrition and health
Within Sara Longwe's empowerment framework, the welfare level represents the most basic dimension of development. It focuses primarily on improving women's material well-being, including health, nutrition, and income, relative to men. This level addresses immediate physical needs but does not challenge structural inequalities or alter the underlying balance of social power.

**170.** (A) Introducing lightweight, long-handled hoes to prevent bending
Designing lightweight, long-handled hoes serves as an effective ergonomic intervention to mitigate physical drudgery for female agricultural laborers. This adaptation improves working posture, reduces musculoskeletal strain from continuous bending, minimizes physical fatigue, and enhances operational efficiency, directly addressing women's physical requirements while performing demanding manual weeding tasks.

**171.** (B) Practical and strategic needs
The Moser Gender Planning Framework is distinguished by its operational focus on practical and strategic gender needs. It emphasizes that while practical interventions solve immediate survival challenges, strategic interventions are necessary to transform systemic gender inequalities, a distinction that is not a primary organizational element in the resource-focused Harvard framework.

**172.** (B) Access is having devices; literacy is knowing how to use them.
Digital access refers to the physical availability of electronic devices, telecommunication infrastructure, and connectivity. Digital literacy, however, represents the cognitive ability, skills, and confidence required to effectively utilize these technologies to retrieve information, access services, perform financial transactions, and participate in online socio-economic networks.

**173.** (A) To guide the group in bookkeeping, meeting norms, and decision-making
An animator or facilitator in a Self-Help Group provides essential guidance to ensure smooth group functioning, transparent bookkeeping, regular meetings, and collective decision-making. The facilitator maintains democratic processes, builds administrative capacity, and empowers members to manage financial operations independently, rather than imposing external control or financial decisions.

**174.** (C) The Beijing Declaration and Platform for Action
The Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women in nineteen-ninety-five, serves as a comprehensive global policy blueprint for advancing women's rights. It identifies twelve critical areas of concern, advocating for systemic reforms to eliminate discrimination and promote gender equality worldwide.

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**175.** (D) Farmers, regardless of land title
The Mahila Kisan Sashaktikaran Pariyojana aims to empower rural women in agriculture

**214.** (D) Gender equality
Gender equality is the principle that all individuals, regardless of biological sex, should have equal rights, opportunities, and societal status. This concept maintains that biological differences should not determine an individual's social responsibilities, economic choices, or political power, advocating for the elimination of structural discrimination across public spheres.

**215.** (B) Care work: reproduction, child-rearing, and household chores
In gender analysis, the reproductive role encompasses care-related activities essential for household survival and labor force maintenance. These responsibilities include child-rearing, food preparation, water collection, family healthcare management, and domestic chores. Although vital to the economy, this care work is often unpaid and excluded from national productivity accounts.

**216.** (A) Women, Men, Household, Community
The Gender Analysis Matrix utilizes a grid structure where the vertical axis represents four levels of analysis: women, men, household, and community. This framework allows development practitioners and grassroots participants to systematically evaluate how a proposed project affects labor inputs, time allocations, resource access, and cultural roles at each level.

**217.** (D) Reproductive health
The Gender Inequality Index incorporates the adolescent birth rate as a critical indicator within its reproductive health dimension. This metric measures the number of births per thousand women aged fifteen to nineteen, reflecting maternal healthcare quality, educational opportunities, and socio-economic vulnerabilities that disproportionately affect young women in developing regions.

**218.** (A) Estimating the positive, negative, or neutral effects of policy on gender equality
A Gender Impact Assessment is a systematic policy-planning tool used to estimate the prospective effects of any planned legislation, program, or policy on gender equality. By analyzing prospective impacts before implementation, this assessment helps planners avoid unintended negative consequences and design interventions that actively promote equal opportunities and resource access.

**219.** (B) Anthropometry and biomechanical strength
Ergonomics in agriculture involves designing tools and machinery that match the anthropometric measurements and biomechanical strength of female workers. This focus reduces physical fatigue, minimizes postural discomfort, and lowers the risk of musculoskeletal disorders, helping female farmers operate equipment safely and productively without experiencing excessive physical strain.

**220.** (B) Cultural norms and traditional belief systems that prioritize male family members
Intra-household food disparities favoring males are primarily driven by cultural norms and traditional belief systems that prioritize men as heads of households and primary breadwinners. These deep-seated social practices often result in women and girls receiving smaller or less nutritious food portions, leading to chronic maternal nutritional deficiencies and health vulnerabilities.

**221.** (A) Financial discipline and cohesion
In the grading process for Self-Help Groups, regular repayment of internal loans is a primary indicator of financial discipline and group cohesion. Consistent repayment demonstrates mutual trust, administrative capacity, and commitment to the group's rules, qualifying the group for external credit linkage with formal commercial banking institutions.

**222.** (C) Joint Liability Group peer-guarantee lending
Microfinance institutions in rural India frequently utilize the Joint Liability Group model for credit delivery. Under this methodology, a small group of individuals, typically without individual land collateral, receives loans and assumes collective responsibility for repayment, using social capital and peer pressure to ensure high financial compliance.

**223.** (D) The Maternity Benefit Act, 1961
The Maternity Benefit Act of nineteen-sixty-one regulates maternity benefits for female employees in the organized sector in India. This legislative framework guarantees paid leave, job security, and medical bonuses around childbirth, protecting female workers' income and health while encouraging their sustained participation in the formal labor market.

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**224.** (C) Resilience to market fluctuations and climate-induced risks
A critical trait for female agri-entrepreneurs is resilience to market fluctuations and climate-induced risks. Since agricultural systems are highly vulnerable to extreme weather volatility and price shifts, this capacity to adapt business operations, diversify income sources, and manage financial risks is essential for sustaining long-term enterprise viability and business growth.

**225.** (B) Combining public oversight and equity goals with private market linkages
Public-Private Partnerships in agricultural extension benefit female cultivators by combining public equity goals and social oversight with private sector efficiency and market linkages. This model facilitates the delivery of high-quality agronomic advisories, vocational training, and post-harvest market channels to women who are often excluded from traditional extension networks.

**226.** (D) Enhancing access to information and market networks via technology
Digital empowerment of rural women aims to enhance their direct access to critical agronomic information, weather forecasts, and commercial market networks through modern communication technology. This access helps female farmers bypass traditional intermediaries, make informed production decisions, adopt innovative practices, and secure better prices for their agricultural produce.

**227.** (A) Seat reservation for SCs, STs, and women in Panchayats
Article 243D of the Indian Constitution provides for the mandatory reservation of seats for Scheduled Castes, Scheduled Tribes, and women in local self-government institutions. This landmark constitutional mandate requires reserving at least one-third of all seats and leadership positions for women, promoting gender equality in grassroots political decision-making.

**228.** (B) Achieve gender-just laws and mainstream a gender perspective in all developmental processes
The National Policy for the Empowerment of Women, adopted in two-thousand-one, aimed to promote gender-just laws and mainstream a gender perspective throughout all public development processes. This policy seeks to eliminate discrimination, ensure equal access to health, education, and resources, and foster partnerships with civil society to empower women.

**229.** (A) Micro-finance apex organization
The Rashtriya Mahila Kosh was established in nineteen-ninety-three as a premier microfinance apex organization under the Indian Ministry of Women and Child Development. It serves to provide micro-credit to poor women in the informal sector, utilizing intermediary organizations to facilitate credit delivery, support income-generating activities, and build financial capacity.

**230.** (D) Gender-accommodating designs
Gender-accommodating policies or designs acknowledge gender differences and adjust to existing roles, but do not seek to transform underlying power relations or inequalities. These frameworks help women manage their current responsibilities more efficiently, providing practical support without challenging the structural causes of gender division of labor or resource ownership.

**231.** (B) Maxine Molyneux
The conceptual distinction between practical and strategic gender interests was first introduced by feminist theorist Maxine Molyneux in nineteen-eighty-five. This analytical division helps development planners separate short-term material needs, which arise from existing gender roles, from long-term strategic needs, which seek to challenge and transform systemic power inequalities.

**232.** (C) Development and colonization often marginalized women from productive roles.
Esther Boserup's seminal study analyzed how modern development and colonization often marginalized women by displacing them from traditional productive agricultural roles. She argued that mechanization and formal land registration programs frequently favored men, creating disparities in technology access, reducing female economic productivity, and reinforcing gender hierarchies in emerging economies.

**233.** (D) Who does what, when, and where?
The Activity Profile is a core component of the Harvard Analytical Framework, designed to document the gender division of labor within

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a community. It systematically records who performs specific agricultural, domestic, and reproductive tasks, detailing when and where these activities occur to help project planners identify existing labor patterns.

**234.** (A) Women have decision-making power over resources and benefits.
In Sara Longwe's empowerment framework, the control level represents the highest dimension of gender equality. It signifies that women have achieved equal decision-making power over productive resources and benefits, allowing them to direct developmental outcomes, manage assets independently, and prevent the re-emergence of traditional structural hierarchies within the community.

**235.** (B) Different spaces accessed by genders and restrictions on movement
A Mobility Map is a Participatory Rural Appraisal tool used in gender analysis to document the spatial movements of men and women. This exercise reveals the geographical areas, markets, and institutions that different genders access, identifying gender-specific restrictions on physical mobility that can limit women's integration into broader economic systems.

**236.** (B) Political participation
The Gender Empowerment Measure incorporates political participation as a primary dimension to evaluate women's active involvement in national governance. It measures this dimension through the share of parliamentary seats held by women, reflecting their capacity to influence legislation, direct public resource allocation, and challenge systemic institutional barriers to gender equality.

**237.** (A) Planning and allocation phases
Integrating a gender perspective effectively is most critical during the planning and resource allocation phases of the budget cycle. Addressing gender concerns at these initial stages allows governments to align public spending with specific equity commitments, target resource gaps, and design responsive programs before funds are formally approved and executed.

**238.** (C) Lack of leisure time due to the burden of multiple gender roles
Time poverty among rural women refers to the severe lack of discretionary time resulting from their multiple roles. Balancing reproductive, productive, and community management responsibilities leaves women with minimal opportunity for leisure, education, or self-care, directly limiting their participation in training programs, decision-making bodies, and wage-earning economic opportunities.

**239.** (D) The woman's final say in major household decisions
In quantitative surveys of empowerment, a woman's final say in major household decisions is a widely accepted indicator of individual agency. This metric documents her active participation in making strategic choices regarding family finances, children's healthcare, agricultural investments, and personal mobility, reflecting her bargaining power within the family.

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**240.** (B) 1992
The Self-Help Group-Bank Linkage Programme was launched by the National Bank for Agriculture and Rural Development in nineteen-ninety-two. This landmark financial inclusion initiative was designed to link informal savings groups with commercial banks, establishing a cost-effective credit delivery mechanism for rural households without requiring physical asset collateral.

**241.** (B) GAD focuses on socially constructed relations and roles of men and women.
The key distinction between the GAD and WID approaches lies in GAD's focus on socially constructed relations and power dynamics between men and women. While WID sought to integrate women into existing structures without altering them, GAD analyzes the institutional systems and unequal relationships that sustain subordination, advocating for structural transformation.

**242.** (D) Coparceners in their own right
Under the Hindu Succession Amendment Act of two-thousand-five, daughters are legally recognized as coparceners in their own right, sharing identical inheritance rights as sons. This statutory amendment removed historical legal discrimination, granting daughters coparcenary rights by birth and ensuring equal liabilities and entitlements in joint family ancestral property.

**243.** (A) All forms of violence against women and girls
Sustainable Development Goal 5 aims to achieve gender equality and empower all women and

girls, with a critical target of eliminating all forms of physical and psychological violence in public and private spheres. This includes addressing systemic exploitation, human trafficking, domestic abuse, and harmful practices such as forced child marriage.

**244.** (C) The women's Self-Help Group (SHG)
Under the National Rural Livelihoods Mission, the women's Self-Help Group serves as the fundamental organizational building block. By organizing rural women into democratic, self-managed institutions, this program leverages social capital, pools voluntary savings, coordinates capacity building, and links members with formal financial services to promote sustainable livelihood opportunities.

**245.** (A) Fair treatment for all, compensating for historical disadvantages
Gender equity represents the process of being fair to women and men, which often requires implementing targeted measures to compensate for historical, social, and legal disadvantages. While gender equality focuses on uniform rights, equity provides the tailored support, resources, and protections necessary to achieve a level playing field for both genders.

**246.** (D) Agency
Within Naila Kabeer's conceptualization of empowerment, agency is the core dimension that represents the process of decision-making, negotiation, and cognitive action. It defines how individuals formulate choices and put them into effect, enabling them to navigate institutional structures and challenge the social constraints that limit their lives.

**247.** (B) Empowering elected female and youth representatives
The Panchayat Mahila Evam Yuva Shakti Abhiyan is a national initiative focused on empowering elected female and youth representatives in local government institutions. This program provides targeted capacity building, leadership training, and networking platforms, helping participants perform their governance roles effectively and challenge traditional socio-political structures in rural areas.

**248.** (C) Generally lower than men's, meaning tools should be designed to require less physical exertion
Ergonomic agricultural tools designed for women must account for physiological differences, as female workers on average have lower aerobic capacity and physical strength than males. Developing lightweight, biomechanically efficient equipment reduces physical exertion, lowers energy expenditure, prevents musculoskeletal strain, and increases labor productivity during intensive farming operations.

**249.** (D) Improved nutritional status
In Naila Kabeer's analytical framework, an achievement represents the ultimate realization of empowerment, reflecting the positive outcomes of exercising agency. Improved nutritional status is a concrete example of an achievement, demonstrating how access to resources and the capacity to make decisions translate into tangible physical well-being for women.

**250.** (A) Kimberlé Crenshaw
The concept of intersectionality was coined by legal scholar Kimberlé Crenshaw in nineteen-eighty-nine. This analytical framework explains how different social identities, such as gender, race, class, caste, and ethnicity, overlap and interact to produce unique, systemic systems of discrimination and disadvantage that cannot be understood through isolated analyses.

**251.** (B) Whether women can use a resource or control its benefits
The Access and Control Profile of the Harvard Analytical Framework is designed to map the resource dynamics within a household or community. It systematically differentiates between who has the opportunity to use specific resources and who holds the decision-making authority to control those assets and direct their economic benefits.

**252.** (B) Gender Responsive Budgeting
Gender Responsive Budgeting is the primary policy mechanism used in India to ensure public resources are allocated for women's empowerment. This fiscal tool translates gender commitments into budgetary allocations, analyzing how government programs and expenditures affect men and women differently, and directing funds to address persistent social and economic disparities.

**253.** (A) Agrarian distress and male migration for non-farm work
The feminization of agriculture in India is primarily driven by persistent agrarian distress

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and the resulting out-migration of men to urban areas for non-farm employment. This demographic shift leaves women with primary responsibility for farm operations, increasing their agricultural workload without necessarily transferring land ownership or formal financial control.

**254.** (C) Membership links to land ownership, which women often lack
A major barrier to women's active participation in Farmer Producer Organizations is that membership and voting rights are often legally or operationally linked to formal land ownership. Since agricultural land titles are predominantly held by men, female cultivators are frequently excluded from joining these agricultural collectives, limiting their market access.

**255.** (D) Mobile ownership, internet usage, and digital literacy
The digital gender divide is measured by evaluating gender gaps in mobile phone ownership, internet usage, and digital literacy. This metric identifies disparities in technology access and capability between men and women, which can restrict women's ability to utilize digital financial services, online extension advisories, and e-commerce platforms.

**256.** (B) Article 42
Article 42 of the Directive Principles of State Policy directs the State to secure just and humane conditions of work and to provide essential maternity relief. This constitutional directive guides the government in enacting labor laws, healthcare initiatives, and social security programs that protect the occupational well-being of pregnant employees.

**257.** (B) Fourth World Conference on Women (Beijing, 1995)
The Fourth World Conference on Women, held in Beijing in nineteen-ninety-five, produced the Platform for Action, which identified twelve critical areas of concern. This global policy framework represents a landmark commitment by governments to eliminate discrimination, remove systemic barriers, and promote gender equality in political, economic, and social spheres.

**258.** (D) Inter-sectoral convergence of programs and schemes for women across ministries
The National Mission for Empowerment of Women focuses on achieving inter-sectoral convergence of various social programs and welfare schemes across different ministries. This strategic coordination optimizes public resources, eliminates administrative duplication, and ensures that health, education, and livelihood services are delivered to women in a comprehensive and cohesive manner.

**259.** (A) Investing systematically in female farmers to raise productivity
The primary objective of the Mahila Kisan Sashaktikaran Pariyojana is to systematically invest in female farmers to improve their agricultural productivity and livelihoods. As a sub-component of the National Rural Livelihoods Mission, this initiative provides targeted training, capacity building, sustainable agricultural inputs, and technology access to empower women cultivators.

**260.** (C) Gender Mainstreaming
Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs. This strategy integrates gender concerns into the design, implementation, monitoring, and evaluation of public policies to ensure that both genders benefit equally and inequality is not perpetuated.

**261.** (A) Community managing role
Under Caroline Moser's triple role framework, organizing community action to secure or improve basic local infrastructure, such as water supply, represents the community managing role. This responsibility involves collective action at the neighborhood level to manage scarce resources, contrasting with the community politics role, which involves formal political leadership.

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**262.** (D) Women in Development (WID) approach
The Women in Development approach focuses on integrating women into existing development processes through legal, administrative, and economic reforms. Emerging in the nineteen-seventies, this framework sought to improve women's access to education, training, and productive resources without challenging or restructuring the fundamental power dynamics or social institutions of society.

**263.** (B) 24-Hour Activity Clock
The Twenty-Four Hour Activity Clock is a Participatory Rural Appraisal tool used to

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**273.** (B) Access agro-advisories and digital markets
The gender digital divide can severely limit rural women's ability to access mobile agro-advisories, localized weather forecasts, and digital trading markets. Disparities in technology ownership and digital literacy prevent female cultivators from receiving real-time agronomic data and financial services, reinforcing their economic dependence on traditional intermediaries.

**274.** (D) An adequate means of livelihood
Article 39(a) of the Directive Principles of State Policy of the Indian Constitution states that the State shall direct its policy toward securing that all citizens, men and women equally, have the right to an adequate means of livelihood. This clause guides the development of equitable employment and social welfare policies.

**275.** (A) Practical gender needs
Protecting a woman's employment and income during maternity leave through the Maternity Benefit Act directly addresses a practical gender need. This protective measure secures her immediate material well-being, health, and income security during childbirth, helping her manage her reproductive and productive roles without challenging broader structural inequalities.

**276.** (C) Directive Principles
The principle of equal pay for equal work is enshrined in Article 39(d) within the Directive Principles of State Policy of the Indian Constitution. This constitutional directive guides the state to enact legislative measures, such as the Equal Remuneration Act, to eliminate gender wage discrimination in the labor market.

**277.** (B) 1979
The Convention on the Elimination of All Forms of Discrimination Against Women was adopted by the United Nations General Assembly in nineteen-seventy-nine. This landmark international treaty serves as a global bill of rights for women, obligating signatory nations to eliminate gender discrimination and implement legal reforms to promote equality.

**278.** (D) Evaluating the gender impact of every policy and program
Mainstreaming a gender perspective, as prescribed by the National Policy for the Empowerment of Women, involves systematically evaluating the gender impact of every public policy and program. This strategy ensures that gender equality is integrated into all stages of policy design, implementation, and monitoring, preventing the perpetuation of systemic disparities.

**279.** (B) Rashtriya Mahila Kosh
The Rashtriya Mahila Kosh was established to provide micro-credit to poor women in the informal sector who face difficulties accessing the formal commercial banking system. By providing credit through non-governmental organizations and self-help groups, this apex fund supports income-generating activities and promotes financial inclusion among marginalized women.

**280.** (C) Passive recipients of development assistance and maternal services
The Welfare Approach to women's development predominantly positioned women as passive recipients of state development assistance and maternal care services. It focused on their reproductive roles, maternal health, and child-rearing duties, providing humanitarian aid and food relief without attempting to challenge structural inequalities or promote economic independence.

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**281.** (D) Opportunity to use the resource
In gender analysis, access to resources represents the direct opportunity to use a particular asset, such as agricultural land, financial credit, or vocational training. This concept is distinct from control over resources, which signifies holding the decision-making authority to determine how that asset is managed, allocated, or commercially sold.

**282.** (A) Participation
Within Sara Longwe's gender equality framework, the participation level represents the point where women actively participate in making decisions that affect their lives. This level ensures that women are represented in local institutions and planning bodies, moving beyond simple access to resources to assume active roles in project management.

**283.** (B) Grassroots community members and development workers
The Gender Analysis Matrix is designed to be a participatory planning tool utilized by grassroots community members and local development

workers. This framework uses a simple, collaborative approach to help community groups analyze how proposed development interventions will affect labor inputs, time allocations, and resource access at different levels.

**284.** (B) Gender Inequality Index (GII)
The Gender Inequality Index was introduced in the two-thousand-ten Human Development Report to replace the previous Gender Development Index and Gender Empowerment Measure. This composite metric measures gender disparities across three dimensions—reproductive health, empowerment, and labor market participation—to provide a comprehensive assessment of gender inequality.

**285.** (A) Usually not reported in the Gender Budget Statement
In the Gender Budget Statement, public programs with allocations that are less than thirty percent for women are typically not reported. The statement focuses on tracking Category One allocations, representing programs with hundred percent women-specific funds, and Category Two allocations, representing programs with thirty to ninety-nine percent women-focused resource allocations.

**286.** (C) To foresee and prevent negative policy impacts on equality
The primary purpose of a Gender Impact Assessment is to foresee, analyze, and prevent negative policy impacts on gender equality before project implementation. This analytical tool helps policymakers design gender-responsive regulations, identify potential resource disparities, and ensure that public interventions actively promote equal opportunities for both women and men.

**287.** (D) Occupational health and labor efficiency
Ergonomic interventions that reduce physical drudgery for female agricultural laborers directly contribute to improving their occupational health and labor efficiency. Designing lightweight, biomechanically appropriate tools lowers physiological strain, prevents repetitive strain injuries, and minimizes physical fatigue, allowing female farmers to perform demanding tasks with greater safety and productivity.

**288.** (C) High maternal mortality risk and impaired fetal development
Maternal undernutrition has severe, long-term consequences, including high maternal mortality risks and impaired fetal development. Pregnant women suffering from chronic nutritional deficiencies are more likely to experience severe complications during childbirth and give birth to low-birth-weight infants, perpetuating the cycle of developmental delays and poor health across generations.

**289.** (B) Power within and power to transform relations
In Naila Kabeer's empowerment framework, when a woman uses her agency to challenge domestic violence, she exercises power within and the power to transform unequal social relations. This represents a critical internal realization of self-worth and collective strength, allowing her to challenge systemic subordination and alter traditional family power dynamics.

**290.** (D) Five cardinal principles of meeting, saving, lending, recovery, and book-keeping
In the context of the National Rural Livelihoods Mission, Panchasutra represents the five cardinal principles for effective Self-Help Group functioning. These principles include regular meetings, regular savings, regular internal lending, timely loan recovery, and maintaining up-to-date, transparent books of accounts, which collectively establish financial discipline and group cohesion.

**291.** (A) It may increase debt without altering status or domestic workloads.
A recognized limitation of the microfinance model for women's empowerment is that it can increase household debt without altering women's social status or reducing their domestic workloads. Without structural reforms, micro-loans may simply transfer repayment burdens to women while existing power dynamics and gender divisions of labor remain unchanged.

**292.** (C) Micro, Small and Medium Enterprises
MSME stands for Micro, Small, and Medium Enterprises. This classification represents a key sector of the national economy, regulated by the MSME Development Act in India. These enterprises are categorized based on composite investment and annual turnover thresholds,

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playing a critical role in promoting rural industrialization and job creation.

**293.** (A) Democratic member control and participation
The success and sustainability of a women's cooperative rely heavily on democratic member control and active participation. This cooperative principle ensures that all members have equal voting rights, decision-making power, and ownership stakes, preventing elite capture and aligning enterprise operations with the collective economic interests of the group.

**294.** (D) Access, Affordability, and Ability
Bridging the gender digital divide requires addressing the three A's: access, affordability, and ability. This framework emphasizes that women must have physical access to digital devices and networks, the financial means to afford connectivity and services, and the digital literacy and skills to use technology productively for empowerment.

**295.** (C) Article 16
Article 16 of the Indian Constitution guarantees equality of opportunity for all citizens in matters relating to public employment. This fundamental right strictly prohibits discrimination based on sex, religion, race, caste, descent, place of birth, or residence, ensuring that state employment opportunities are open to everyone on an equitable basis.

**296.** (C) 1956
The Hindu Succession Amendment Act of two-thousand-five amended the original Hindu Succession Act of nineteen-fifty-six. This landmark legislative reform removed gender-discriminatory provisions regarding ancestral property, granting daughters equal coparcenary rights by birth and ensuring they inherit family assets with the same rights and liabilities as sons.

**297.** (D) Economic resources, land ownership, and property rights
Sustainable Development Goal Target 5.a focuses on undertaking legal and policy reforms to give women equal rights to economic resources, land ownership, and property control. Securing these fundamental rights is essential for women's empowerment, as land ownership increases agricultural productivity, improves household food security, and facilitates access to institutional credit.

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**298.** (B) 2010
The National Mission for Empowerment of Women was launched by the Government of India in two-thousand-ten. This national mission was designed to facilitate the convergence of women-centric programs across ministries, strengthen institutional mechanisms, and monitor the implementation of social, economic, and legal empowerment initiatives for women nationwide.

**299.** (B) Trained local female farmers who share best practices
Under the Mahila Kisan Sashaktikaran Pariyojana, Community Resource Persons are typically trained local female farmers who share sustainable agricultural practices within their local communities. These peer educators facilitate knowledge transfer, demonstrate agro-ecological techniques, and provide continuous support to other female cultivators, ensuring sustainable, community-led agricultural development.

**300.** (B) Women as isolated recipients to unequal social gender relations
The transition from the WID to the GAD approach represents a paradigm shift from focusing on women as isolated recipients of aid to analyzing unequal social gender relations. While WID aimed to integrate women into existing structures, GAD examines the institutional systems and power structures that construct and maintain inequalities.

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document the daily schedules and workloads of men and women. By visualizing time allocations for reproductive, productive, and leisure activities, this tool helps development planners identify time poverty and design interventions that do not increase workloads.

**264.** (C) Health, Education, and Living Standards
The Gender Development Index measures disparities between men and women in three basic dimensions of human development: health, education, and command over economic resources. These dimensions are evaluated through indicators such as life expectancy at birth, expected and mean years of schooling, and estimated real gross national income per capita.

**265.** (D) To translate policy gender commitments into budgetary actions
A primary objective of Gender Budgeting is to translate government commitments to gender equality into concrete budgetary allocations and strategic actions. This public finance tool ensures that fiscal policies are structured to address systemic gender gaps, monitor resource utilization, and improve the efficiency of social expenditure targeting women's development.

**266.** (A) Biomechanical strain and health hazards
An ergonomic assessment of agricultural tools for women should prioritize minimizing biomechanical strain and occupational health hazards. Designing equipment that accommodates women's physical strength and anthropometry lowers physical fatigue, prevents musculoskeletal disorders, and improves working postures, directly enhancing labor efficiency and safety during demanding farm operations.

**267.** (B) Nutritional status, health, and education
Intra-household resource disparities driven by a cultural preference for boys directly impact the nutritional status, health, and educational opportunities of female children. This systemic gender bias often results in girls receiving lower-quality healthcare, less food, and limited schooling, which restricts their physical development and future socio-economic opportunities.

**268.** (B) Expanding ability to make strategic life choices previously denied
In Naila Kabeer's framework, empowerment is defined as the process by which individuals who have been denied the ability to make strategic life choices acquire such capacity. This transformation involves three interrelated dimensions: resources, which represent pre-conditions; agency, representing the process; and achievements, representing the outcomes.

**269.** (A) Regular meetings, savings, and record-keeping
The grading of Self-Help Groups involves evaluating key performance indicators such as the regularity of meetings, savings discipline, and accurate record-keeping. Consistent performance in these areas demonstrates group cohesion, financial transparency, and administrative stability, qualifying the group for credit linkages with formal commercial banking institutions.

**270.** (C) Social capital and group peer pressure
Microfinance institutions leverage social capital and group peer pressure to ensure high loan repayment rates among women's collectives. Since members are jointly liable for loans, peer monitoring and mutual trust encourage timely repayment, reducing defaults without requiring formal physical collateral or expensive administrative enforcement mechanisms.

**271.** (D) Access to credit, skill upgradation, and market linkages
The sustainability of women-led micro-enterprises relies on secure access to financial credit, continuous vocational skill upgradation, and strong commercial market linkages. These three elements allow female entrepreneurs to upgrade production quality, manage working capital efficiently, adapt to changing consumer demand, and integrate successfully into profitable value chains.

**272.** (C) Subsistence-oriented farming to market-linked commercial agribusiness
Encouraging women to join Farmer Producer Organizations aims to transition them from traditional subsistence-oriented farming to market-linked commercial agribusiness. By aggregating produce and coordinating supply chains, these organizations help female cultivators achieve economies of scale, access high-value buyers, secure better prices, and improve overall household farm income.

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